

2-9-2003

Resist Board Meeting, Feb. 9, 2003

Resist

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a call to

RESIST

illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144

(617) 623-5110 / www.resistinc.org

Board Meeting - February 9, 2003 - 10:45 a.m.

Place: Resist Office

259 Elm Street

Somerville, MA 02144

617/623-5110

Board of Directors

Nikhil Aziz
Robin Carton
Pam Chamberlain
Ty dePass
Leila Farsakh
Becca Howes-Mischel
Kay Mathew
Marc S. Miller
Henry Rosemont, Jr.
Carol Schachet
Abby Scher

Dear Board members:

We look forward to seeing you on the 9th. Please remember to check the internal Resist web site for any documents or minutes that you may be missing.

AGENDA

Board of Advisors

Frank Brodhead
Bell Cheigny
Noam Chomsky*
Kate Cloud
Chris Ewing
Norm Fruchter
Renae Gray
Frank Joyce
Hans Koning*
Paul Lauter*
June Lee
Penn Loh
Amanda Matos-González
Richard Ohmann*
Wayne O'Neil*
Carlos Otero
Grace Paley
Roxanna Pastor
Merble Reagon
Cheryl Smith
Amy Swerdlow
George Vickers
Nancy Wechsler
Fran White

** founding members*

- | | |
|--|---------------|
| 1. Meet, eat, greet | 10:15 - 10:30 |
| 2. Introductions | 10:30 - 10:45 |
| review agenda | |
| approve minutes for October and December board meetings | |
| 3. Grant allocations | 10:45 - 12:45 |
| - Grants not decided in that time go to Grants Committee | |
| - Review/reflection on grant allocations | 12:45 - 1:00 |
| 4. Lunch | 1:00 - 1:45 |
| 5. Committee Reports | 1:45 - 2:30 |
| 5 OR LESS minutes each = max. 40 minutes | |
| - Staff | |
| - Board Development Committee | |
| - Finance Committee: World Bank boycott | |
| - Fundraising Committee | |
| - Communications Committee | |
| - Grants Committee | |
| - Long-Range Planning Committee (see also item 10) | |
| - Executive Committee (see also items 7, 8, 9) | |
| 6. Hiring Becca's replacement: set up ad hoc committee | 2:30 - 2:40 |
| 7. By-laws | 2:40 - 3:00 |
| 8. Committee structure discussion | 3:00 - 3:15 |
| 9. Staff structure discussion | 3:15 - 3:45 |
| 10. Program/Political discussion | 3:45 - 4:45 |
| 11. Meeting reflection/evaluation | 4:45 - 5:00 |
| ADJOURN BOARD MEETING | |

GRANT REQUESTS

For this meeting, we have 26 requests to consider which means we'll have \$57,200 for grants (\$2,200 x 26).

Please remember the Maximum grants will be \$3,000; Partial grants will be between \$500-3,000; and Emergency grants will be \$300.

We gave no Emergency Grants out this cycle. We also received 20 additional requests which are not on the agenda. Please consider giving out a Mike Riegle Tribute Grant.

MIKE RIEGLE TRIBUTE GRANT

The Mike Riegle Tribute Grant is given in memory of the life and work of local activist Mike Riegle. Mike was a supporter of prisoners' rights, gay and lesbian liberation, and the radical movement for justice.

**IF YOU HAVE ANY SUGGESTIONS FOR REFERENCES- PLEASE CALL,
FAX, E-MAIL OR MAIL THEM ASAP. DON'T WAIT UNTIL THE MEETING
TO FIND OUT IF YOUR FAVORITE PERSON WAS CONTACTED!**

**PLEASE REMEMBER TO SEND IN YOUR PROXY IF YOU WILL NOT BE
ABLE TO ATTEND THE MEETING!!!!**

**FEBRUARY 2003
GRANT REQUESTS AND PROXY**

Multi Year Grants

2nd Application

1. Coalition for Prisoners' Rights **\$3,000**

P.O. Box 1911, Santa Fe, NM 87504-1911 Mara Taub 505/982-9520 cpr1911@aol.com

Funding for multi-year general support for organization which supports prisoners, family members and others and seeks to challenge the social and economic injustice inherent in the criminal justice system.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

New

2. Campaign to End the Death Penalty **\$3,000**

P.O. Box 25730, Chicago, IL 60625 Alice Kim 773/955-4841 www.nodeathpenalty.org

Funding for multi-year general support for organization working to build public awareness and opposition to the death penalty.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

3. Water Information Network **\$3,000**

P.O. Box 4524, Albuquerque, NM 87106 Jaime Chavez 505/255-4072 win7@earthlink.net

Funding for general support of rural organizing campaign to stop coal strip mines and uranium mining, oppose radioactive waste sites and work on border environmental issues in New Mexico and West Texas.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Community Organizing/Anti-Racism

4. Community Alliance of Lane County (CALC) **\$3,000**

P.O. Box 10837, Eugene, OR, 97440 Vanessa Truett 541/485-1755 caclddev@efn.org

Funding for the Network for Immigrant Justice project that seeks to build a strong movement for immigrant rights through work that highlights INS abuses, investigates the misuse of funds for English Language Learners, and counters xenophobic stereotyping.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

5. Eviction Free Zone**\$3,000**

55 Norfolk Street, Cambridge, MA 02139 Judith Wachs 617/354-1300 efz@flashmail.com
Funding for general support for organization mobilizing low and moderate income residents to advocate for affordable housing, immigrant rights and economic justice by building a multi-issue movement for social change.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

6. Morgan Village Community Center**\$3,000**

P.O. Box 328, Camden, NJ 08101-0328 Laura Sanchez 856/365-1450 jalnsanchez@comcast.net
Funding for community organizing which seeks to give residents more control over the quality of life in their neighborhood and engage residents in social justice issues that impact life in their community.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

7. Rogers' Park Community Action Network**\$3,000**

1545 West Morse, Chicago, IL 60626 Fran Tobin 773/973-7888 fxtobin@juno.com
Funding for general support to help rebuild grassroots organization working for community leadership on affordable housing, tenants rights and economic justice campaigns.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

8. Salem/Keizer Coalition for Equality**\$3,000**

P.O. Box 4296, Salem, OR 97302 Annalivia Palazzo-Augulo 503/363-3909 www.heartdeoregon.com
Funding for the *Parents with Voices* Advocacy Project that will involve minority and low-income parents in traditionally white parent organizations and mobilize community members to advocate for educational equality.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Economic Justice

9. Community Alliance for Global Justice

\$3,000

606 Maynard Avenue S, #252, Seattle, WA, 98104 Jeremy Simer 206/405-4600 www.seattleglobaljustice.org

Funding for an outreach and mobilization project that will increase community awareness about the FTAA by drawing connections about the economic and environmental impacts shared by local communities and communities in Central America.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

10. Kaw Valley Living Wage Alliance

\$3,000

1328 Stone Meadows, Lawrence, KS 66049 David Smith 785/842-2793 www.kawlivingwage.org/

Funding to develop a broad based living wage coalition to pass a citywide ordinance requiring corporations which receive tax abatements to relocate or expand in Lawrence to pay their employees enough to keep them out of poverty.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

11. Richmond Coalition for a Living Wage

\$3,000

224 South Cherry Street, Richmond, VA 23220 Mary Lou Decossaux 804/643-2717 www.rclw.org

Funding to build and strengthen a coalition of low-income community organizations working toward passing a local city Living Wage.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

Environmental

12. Sand Mountain Concerned Citizens

\$3,000

P.O. Box 400, Pisgah, AL 35765-0400 Wayne Cummins 256/657-6457 wcummins@farmerstel.com

Funding for general support of an organization challenging agribusiness's attempts to weaken environmental regulations on corporate hog farming.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

13. West End Revitalization Association**\$3,000**

P.O. Box 661, 206 Moore Street, Mebane, NC 27302 Omega Wilson 919/563-6099 weralusa@netscape.net
Funding for the Community Based Environmental Protection project organizing for safe water and sewer services in a community threatened by toxic and contaminated waste spills.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

Health/AIDS/Disability**14. Vermont Citizens Campaign for Health****\$3,000**

P.O. Box 1481, Brattleboro, VT 05302 Shoshana Rihn 802/257-1593
Funding to develop a statewide coalition working towards enacting universal access to health care in Vermont.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

Labor**15. Young Worker Project****\$3,000**

P.O. Box 15866, San Francisco, CA 94115-5866 Nato Green 415/621-4155 workingyouth@hotmail.com
Funding for the Respect, Fairness and Opportunity campaign which works to organize youth workers in low-wage service industry jobs to win policy changes in workplace conditions and build a broader youth labor movement.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

Media/Culture**16. Project: Think Different****\$3,000**

18 Wenham Street, Jamaica Plain, MA 02130 Scherazade King 617/522-4804 scherazadeking@attbi.com
Funding for the distribution costs of the *Jammin for Justice* public service announcement CD which seeks to use the work of local musicians and artists to educate the public about issues of economic justice and social action.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

Middle East

17. US Campaign to Free Mordechai Vanunu

\$3,000

P.O. Box 43384, Tucson, AZ 85733 Felice Cohen-Joppa 520/323-8697 www.nonviolence.org/vanunu

Funding for general support for group which challenges the proliferation of nuclear weapons within the U.S. and its allies, and to secure the release of Mordechai Vanunu, imprisoned for blowing the whistle on Israel's undeclared nuclear weapons arsenal.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Peace/Anti-Militarism

18. Action for Community and Ecology in the Regions of Central America (ACERCA) \$3,000

P.O. Box 57, Burlington, VT 05402 Orin Langelie 802/863-0571 www.asej.org/ACERCA

Funding for solidarity organizing against the "War on Terrorism" through an analysis of the connections between the ecological and human rights impacts of the current drive towards global war.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

19. Stepstone Center

\$2,000

P.O. Box 2044, Carbondale, CO 81623 Felicia Trevor Gallo 970/963-3483 flash13@sopris.net

Funding for the Activist Citizen Training project which will educate and empower members of their community to mobilize against the war in Iraq and US militarism.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Prisoners

20. Federal CURE

\$3,000

P.O. Box 153, Reynoldsburg, OH 43068 Karen Bond 614/501-6896 director@fedcure.org

Funding for production and distribution costs of a quarterly newsletter that will educate and mobilize federal prisoners and their families around issues confronting the federal prison community.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

21. California Coalition for Battered Women in Prison

\$3,000

1540 Market St, #490, San Francisco, CA, 94102 Olivia Wang 415/255-7036 www.freebatteredwomen.org
Funding to hire two temporary employees to strengthen the infrastructure of group organizing around issues facing battered women in prison by highlighting the connections between domestic violence and incarceration.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

Women

22. Coalition to Protect Choice

\$3,000

92 Front Street, Marblehead, MA 01945 Laura Newland Hill 978/922-1059
Funding for "Protecting Choice," a conference that will organize a grassroots network of pro-choice groups in Northeastern Massachusetts to work against current agendas to limit access to reproductive health services.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

23. Colorado NARAL Foundation

\$3,000

1905 Sherman Street, Suite 210, Denver, CO 80203 Beth Ganz 303/394-1973 www.conaral.org
Funding for an outreach campaign about Emergency Contraception as part of a broader plan to draw awareness to and improve women's ability to access reproductive health care.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

24. Georgians for Choice

\$3,000

P.O. Box 8551, Atlanta, GA 31106 Errin Vuley 404/532-0022 www.georgiansforchoice.org
Funding for *The Access Project* which networks the reproductive health community in order to increase women's ability to access reproductive health services and serves as an organizing hub for Georgia's reproductive rights community.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

Youth

25. Idaho Progressive Student Alliance

\$3,000

1412 W. Idaho Street, Boise, ID 83702 Jeremy Peirsol 208/331-7028 www.idahopsa.org

Funding for a coordinator who will maintain communication and infrastructure within a statewide organization of college students and community members who organize for social and economic justice.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

26. RESYST Seattle

\$3,000

1816 Bellevue Avenue #205, Seattle, WA 98122

Qwo-Li Driskill

206/329-1606

seattleresyst@hotmail.com

Funding for a Popular Education Project which trains queer youth as activists through anti-oppression retreats, facilitators' trainings, and social justice trainings.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

Total Number of Requests	24 regular grants; 2 multi-year grants; 0 emergency grant; 0 loans; 20 not on agenda
Total Amount Requested:	\$77,000
Total Allocation for Cycle:	\$57,200
Total Grants:	\$ regular grants; \$ multi-year grants; \$0 emergency grants
Total Loans:	\$0
Total Allocated:	\$
Total # of Grants Allocated:	regular grants; multi-year grants; emergency grants
Total # of Loans Allocated:	0
Total # of Grants and Loans:	

NOT ON AGENDA

1. Action for Community Empowerment

One West 125th Street, #209, New York, NY 10027 Jacqueline Mason 212/932-3324 aceorg@lycos.com
Funding for the Youth Organizing program that raises critical consciousness and leadership development for youth by involving them in their community in ways that enable them to work towards social change.

Reason: Too big. Budget is over \$160k, \$178k for 2003.

2. American Friends Service Committee

1414 Hill Street, Ann Arbor, MI 48104 Mike Gibson-Faith 734/761-8283 www.afsc-fan.org
Funding for the production of "ishomosexualitywrong.com" which works to dispel myths that religious communities condemn homosexuality in order to undermine the strategies of the Religious Right.

Reason: Too big. A program of AFSC. Total Budget is \$225K.

3. The Bethsaida Team/Episcopal Diocese of Newark

31 Mulberry Street, Newark, NJ 07102 Susan Hillers 973/430-9900 www.dioceseofnewark.org
Funding to develop a program to assist churches and congregations to address way to create more inclusive communities by looking at structural, attitudinal and program barriers that may prevent people with disabilities or differences from participating.

Reason: Not separate from Church, too big.

4. The Central Vermont Branch of WILPF

44 Deerfield Drive, Montpelier, VT, 05602 Renée Carpenter 802/229-9918 reneehc@earthlink.net
Funding to expand the visibility and distribution of "Down by the Riverside," a cable access program which provides alternative news and analysis in order to further community education about peace and justice issues.

Reason: Come back for general support- listing on-going organizing projects.

5. Coffee House Teach-Ins

12335 Santa Monica Blvd. #114, Los Angeles, CA, 90025 Andrew Kay Lieberman 310/203-1542
www.stopUSwars.org

Funding for an extended Teach-In on the application of Martin Luther King's teachings to current militarism trends.

Reason: Do not talk about work in a broader context. Not clear how group operates or what their plans are. Answers to #10 poor. Not much local coalition work. No ongoing work. Unclear where organizing happens.

6. CURE- Ohio

233 South High Street, Suite 222, Columbus, OH, 43215 Paula Eyre 614/224-3466 www.cureohio.org
Funding for a Newsletter which serves to educate and organize prisoners and their families about criminal justice policies in Ohio's correctional institutions.

Reason: No work other than legislative fair, state fair booth and Newsletter. Mostly providing information not organizing. Discuss AIDS as only a LGBT concern. Single issue, narrow politics.

7. Eastern Michigan University Women's Center

235 King Hall, Ypsilanti, MI 48197 Kimberly Saks 734/487-4282 www.emich.edu/wcen
Funding for production and distribution costs of "Femme," a literary magazine from the Women's Center that provides an outlet for women's artistic expression.

Reason: Not organizing. Not a Resist priority.

8. Families of Incarcerated Hispanic Immigrants

Gouldton & Storrs, 400 Atlantic Avenue, Boston, MA 02110 Peter Kochansky, Esq. 617/574-3527
Funding for general support for an organization that supports families of Hispanic prisoners in order to strengthen their ability to remain connected to their families through a variety of services.

Reason: Social service. Avoid question 10 and 11.

9. Greater Cincinnati Coalition for the Homeless

1506 Elm Street, Cincinnati, OH 45202 Brendan Goodwin 513/421-7803 www.homeless.cinci.com
Funding for the Homeless Civil Rights Organizing Project which educates homeless individuals about their civil rights while it documents any violations or abuses of homeless individuals.

Reason: Cincinnati important area to fund work in. Budget is \$128K in expenses. Most of their work is service and education. No specifics on collaborations with other organizing groups in Cincinnati doing similar work.

10. Houston Copwatch

P.O. Box 667040, Houston, TX 77266-7040 Ernesto Aguilar 713/559-1359 www.houstoncopwatch.org
Funding for a Know Your Rights campaign which will educate low-income communities of color about their rights during interactions with law enforcement officials.

Reason: Too narrow. ACLU is already distributing this kind of material. Show no coalition work or networking with immigrant rights groups or groups in communities of color. Have budget irregularities.

11. Illinois Veterans' Equity Center

1332 West Irving Park Road, Chicago, IL 60613 Jerry Clarito 847/568-9338 equitycenter2002@yahoo.com
Funding to establish the Community Organizing Institute which will train community activists to organize against the Recession Act of 1946 which denied Filipino veterans of WWII military benefits.

Reason: Six people in the training program. No training manual provided. Focused on veterans rather than the Filipino community at large. Vague long term goals. Narrow.

12. In Honor of our Ancestors

1637 East 87th St #119, Chicago, IL, 60617 Carmen McClinton 773/505-1092 www.inhonorofourancestors.org
Funding for strategic planning to help individuals pursue engaged Buddhism as a way toward social change.

Reason: No details on organization or work. No clear purpose. No defined constituency. Not a Resist priority.

13. Lane Independent Living Alliance

P.O. Box 12106, Eugene, OR 97440 Carole Patterson 541/954-8373 carolezoom@mac.com
Funding for an emergency grant to educate legislators about the need to re-instate funds for community services for people with disabilities and to cover the costs of sit ins at the state Capitol

Reason: Not clear if a Resist priority or an emergency. Come back for a full grant.

14. National Network of Women in Community Development

8300 Colesville Rd, #310, Silver Spring, MD, 20910 Leslie Nesbitt 301/588-8110 LNesbitt@mcauley.org
Funding for registration costs for ten women to attend the "Women's Development Summit" which brings together women from grassroots organizations looking at women and housing.

Reason: Not organizing. Networking for developers.

15. NYC AIDS Housing Network

80A Fourth Avenue, Brooklyn, NY 11217 Jennifer Flynn 718/802-9540 www.nycahn.org
Funding for People Organizing for Welfare Equal Rights, a training course which develop low-income individuals living with HIV/AIDS as community organizers for economic justice.

Reason: Mostly service providers. 2002 budget has \$157k in income, \$125k in 2001.

16. Philadelphia Community Access Coalition

100 S Broad St, #1318, Philadelphia, PA, 19143 Danielle Redden 215/563-1090 denielle@phillyaccess.org
Funding for the distribution costs of a handbook on the organization's campaign to make public access cable television available in Philadelphia.

Reason: Video not sent. A lot of media organizing in Philadelphia- but none listed as collaborators. 3 member board.

17. Ruckus Collective

S.A.O. 12 H.U.B. 207 University of Washington, Seattle, WA 98195-2238 Erica Weiland 206/545-9222
<http://students.washington.edu/ruckus>

Funding for printing costs of a progressive political student newspaper that seeks to provide University of Washington students with a plurality of news analysis and opportunities for political involvement.

Reason: Not working beyond their campus. Not connected to broader local organizing.

18. Sound Ecology/ WMPG Community Radio

93 Falmouth Street, Portland, ME, 04104 Karen D'Andrea 207/780-4424 www.wmpg.org

Funding for "Following John Eder" a radio documentary that will follow John Eder's first year as Green Party Representative in the Maine State Legislature.

Reason: For production not distribution costs. \$186,000 in expenses.

19. Vision for African Nationals

P.O. Box 1523, Dayton, OH 45401 Thassende Lulonga 937/274-7797 visionforafrica@yahoo.com

Funding for a Peace and Reconciliation project which works to reform international development through work in refugee camps in Kigoma, Tanzania.

Reason: Working in Africa.

20. What's Up Magazine

23 Dartmouth Street, Boston, MA, 02166 Kyle Robidoux 617/267-1575 www.whatsupmagazine.org

Funding for the Youth Outreach Project which will enhance the organization's ability to increase the number of youth involved in the distribution and sale of the magazine.

Reason: Not political work around increasing number of youth vendors. Rejected several times. No larger vision. No organizing.

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RESIST BOARD MEETING

February 9, 2003

Board of Directors

Nikhil Aziz
Robin Carton
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Board of Advisors

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Wayne O'Neil*
Carlos Otero
Grace Paley
Roxanna Pastor
Merble Reagon
Cheryl Smith
Amy Swerdlow
George Vickers
Nancy Wechsler
Fran White

* *founding members*

Present: Abby Scher, Becca Howes-Mischel, Carol Schachet, Leila Farsakh, Marc Miller (minutes), Nikhil Aziz, Pam Chamberlain, Robin Carton

- I. Introductions, and personal reports on demos we've been to lately.
- II. Review of proposed agenda: Add report from Personnel Committee
- III. Minutes of October 2002 and December 2002 board meetings.
Approved unanimously.

IV. Grants decisions.

See attachment.

V. Lunch

VI. Committee Reports

Personnel:

Abby reports.

1. Staff evaluation procedure has begun. Each staff member is doing a self-evaluation and an evaluation of the others. Hank will interview each person by phone. Marc and Abby will jointly interview each staff person in person. Process to be completed in time for a report to the board at the next board meeting.
2. Personnel committee has received the staff's draft of a revised personnel policies. Will review discuss with the staff.

Staff:

Robin: Prepping for audit and grants. Attended funder community meeting on organizing.

Becca: Prepping for audit and grants. Attending meetings of Boston-area foundations on race, class, and philanthropy, Grant-o-matic database getting entered back to 1998 before Becca leaves Resist.

Carol: Working with Kay and Becca on grants issue of newsletter. April will be on bilingual education. Met with consultant to discuss new fundraising letter, which was passed around for review. House appeal will go out in March

Board Development:

Carol reported: Hasn't met

Finance:

Pam reported.

See attachments distributed at meeting: Narrative and two reports on FY 2002. Noted that the audit will shift 2002 numbers a little.

Was suggested we need quarterly budget reviews, given larger-than-expected loss for 2002

Nikhil is joining the Finance Committee

Committee is on top of our finances. thinking of how to deal with investments.

Committee asked Carol to look at broader fundraising strategies to consider. The 2003 budget is based on that possibility.

January 2003 income was terrific: about \$89,000. Katha Pollit mentioned Resist in her *Nation* column, leading to at least \$5,000 in donations.

Board training on reading financials will take place Monday, April 14 in the morning. (The board meeting is the day before.)

Moved that Resist should not invest in mutual funds with holdings in World Bank bonds or directly in World Bank bonds. **Approved unanimously.**

Discussed whether Resist should ensure Bankbusters' campaign to ask Somerville to sign on to the World Bank bond boycott. Abby moved to table. Marc seconded. **Move to table approved unanimously.**

Executive Committee will take up question of how Resist should create (or revise) an endorsement policy. Will come to next board meeting.

Fundraising Committee:

Carol reported. See her memo on breakdown of donation amounts over the years by size of donations.

Board role in fundraising. Marc moved and Abby seconded that Carol will provide each board member with draft cover letter and 10 packets of information about Resist for board members to try to send to friends and colleagues to interest them in donating. **Approved unanimously.**

Communications Committee:

Carol reported.

Meeting via phone.

No changes in newsletter calendar.

Passed out a CD-ROM with a complete copy of the Resist web site.

Grants:

Robin reported. See her memo on breakdown of grants over the years by size of donations and other characteristics.

Some charts will be made into graphs for use in grants issue of newsletter.

New grant application format will now go into use, but without a professional design: not in budget.

Long-Range Planning Committee and Executive Committee:

Pam reported that she and Kay are seeking a consultant. Not budgeted. Could be expensive for what we want: interviewing each board member.

Personnel Policy: Scheduled to come to board in April, but it was noted that may not be a good time if Hank (half the committee) isn't able to attend.

Hiring: Process starting for finding a new staff member when Becca goes to graduate school. New staff member would start sometime between June and August. Pam, Becca, and others are working on draft job description. **Ad hoc hiring committee formed. Carol, Leila, and at least one more person to be decided.**

By-laws update. Robin introduced the issue, summarizing major decision points. Robin has drafted a revision drawing on by-laws of other organizations and standard language. Draft is on internal Web site. May be discussed at next board meeting.

Indemnification of board members: **Robin getting quotes so we can proceed to a vote at next board meeting.**

VII. Committee Structure

Marc summarized proposal to merge fundraising with finance and LRPC with Executive Committee. Reported lack of enthusiasm for other possible mergers.

Marc withdrew idea of merging fundraising and finance, but sense of meeting was that their needs to be communication between the two committees on strategies, reports, etc. Implementation stays in separate committees.

Sense of meeting in favor of continuing co-meeting of LRPC and EC until current LRP process ends, at which time LRP becomes a function of the EC. **Approved unanimously. Will come to next board meeting for final approval as a major decision.**

EC will review committee membership for possible changes.

VIII. Staff Structure Discussion

Pam chaired the discussion and introduced the issues

Idea for changing the staff structure grew out of possibility of enlarging the staff and out of the long-range planning process. However, for at least this year, we are staying at 3 staff. Therefore, there is less urgency to talk about this issue. Nevertheless, it remains an important, complex, and difficult issue for us to address.

Executive Committee recommends a low-risk, non-decision conversation but without leading to a decision today or a definite timetable.

Reasons for changing structure: search for a good way to evaluate and supervise staff when the personnel committee can't be in the office on a regular basis; growth of Resist; increasing impact of Resist.

Big question of how new staff person will fit into structure and into working with two people who have been on staff for a long time. Question of how to balance job description to make assimilation easier.

The purpose of hiring a consultant is to help us get at the subtext and other issues that have made the staff structure question difficult to approach.

Need to focus long-range planning on political questions, which would lead (or not) to a need for structural changes.

The question of removing the staff structure issue from a set timetable will be addressed again at the next board meeting as a major decision.

If we decide to delay the staff structure decision, the personnel policies revisions now in process would essentially reflect the current staff structure.

Need exit interview with Becca. **Personnel Committee will figure out how to make this happen.**

IX. Political Program Discussion

Began by reviewing, adapting, and adding to Next Steps following December 2002 Board Meeting:

- *Consider Conference proposal:* Find out who is doing conferences like this. Identify funders to fund this conference. Connect this plan to survey results.
 - Use Resist's network of experienced activists to do intensive organizing trainings with current grantees. This may also be done in conjunction with existing activist training programs.
- *Review web/newsletter content and function.* Consider ways to use the website as an organizing center.
- *Consider reactivating Resist Speakers Bureau*
- *Consider an e-newsletter*
- *Consider increasing our level of networking with other local and national funders to maximize leverage and inform our own grantmaking*
- *Consider placing a priority on outreach to potential grantees on particular topics or in particular places.* Consider offering unsolicited grants to established groups to carry out crucial organizing.

Other possible activities:

- *Develop an endorsement policy* to consider more direct connection to political actions.
- *Buy a building and create a physical community center* to enable community organizing. Consider a Planned Giving program where a rich donor leaves Resist a building.
- *Fund people to do specific projects.*
- *Consider different forms of technical assistance.* Individualized trainings or consultations.

Divided into two groups to address two of the bulleted issues, then reported back.

Group A: Consider increasing our level of networking with other local and national funders to maximize leverage and inform our own grantmaking

Becca (chair), Robin, and Nikhil

Use Resist's network of experienced activists to do intensive organizing trainings with current grantees. This may also be done in conjunction with existing activist training programs.

The networks Resist currently participates in:

Local: -Informal relations with all progressive funders in the regional area.

-A network of program officers from small progressive funders meets regularly to discuss funding trends (Haymarket, Boston Women's Fund, Resist, UU Fund for a Just Society, Phoenix Fund, Peter Snoad)

-An Associated Grantmakers convened group of local funders either interested in or currently funding community organizing.

-A Working Group of local funders discussing Race, Class and Philanthropy especially in regards to major donor relations (Chahara, Haymarket, Boston Women's Fund, Access Strategies, Resource Generation, Resist).

-Informal meetings with the development directors of local progressive funds.

National: -National Network of Grantmakers

-Working relations with all members of the Funding Exchange as well as the National office. Informal relations with Community Shares and a variety of Native American Foundations

-Rye Collaborative: brings directors of social justice foundations together to push for more political grant-making (Funding Exchange, Tides, Seventh Generation, Peace Development Fund, Astraea, Grassroots International, Piper Foundation, Changemakers, MS Fund for Women, Shefa, Proteus Fund, 21st Century Fund, Global Fund for Women, Jewish Fund for Justice, New World Foundation) [It is unclear why Resist has been invited given that Resist is so much smaller than the others- perhaps political cache?]

-Media Funders Collaborative working group that is looking to expand media projects' access to funding money.

-Indirect contact with the national progressive funding community through *Newsletter*

1. How would this activity serve the mission of Resist?

Ways current efforts serve the mission of Resist:

-Provide other foundations with good matches from Resist grantees who we would like to see them fund, particularly foundations with specific local priorities. This works reciprocally.

-Talk to grantees about ways in which they can use Resist's name or funding as a way to leverage money from other larger foundations.

-Push other foundations to fund in our political priorities. Use the *Newsletter* as a political education tool.

Wish-list of ways to expand current networking:

-Attend more conferences and trainings to network with other funders and grantees.

-Neighborhood Funders Group

-Require Travel \$ and Staff Time

2. What are the most important needs of our grantees? How do these proposed activities address them? How does the survey help us answer this question?

Three things grantees identify as most important: Money, Access to other Foundations, and Networking with allies.

Ways to use existing and proposed networking to accomplish the needs of grantees:

-Better awareness of who (in both the funding and organizing world) is working in different areas as well as the critical needs of different regions.

-More information to match grantees with other foundations. Greater development of personal relationships with other foundations.

-Taking advantage of perceptions of Resist's political cache to push other foundations in the way they fund and who they fund.

3. What are the most important needs of the movement?

Money, Access to other foundations, and Allied Networks.

Resist can play a role to help facilitate the creation of networks or plug grantees into existing powerful networks.

III. Charges/ Implications for Committees:

Grants Committee:

-Developing a possible proposal to set up a fund of money that would be used to send current grantees to existing local organizing training centers. A certain amount of money could be set aside every year and allocated amongst geographic regions. Grantees could then use an abbreviated application form to tap into this money. (Examples: Western States Center, Highlander, Mid-West Academy)

-Think about prioritizing specific funding collaboratives for Resist to participate in (caveat-some of these funding collaboratives require funding money)

Finance Committee:

-Look at prioritizing Staff Travel in Budget creation process to facilitate and systematize greater networking beyond the local funding community.

Board Development Committee:

-Consider strategic outreach to potential new Board members based on their connections to specific networks.

-Consider sending Board members to specific events to increase Board networking.

Executive Committee:

-Consider ways in which Resist might network outside the funding community to larger progressive activist organizations balancing the time and money required. This may fit into a process of standardizing Resist's process of endorsing or sponsoring activities.

Group B: Consider Conference proposal. Find out who is doing conferences like this. Identify funders to fund this conference. Connect this plan to survey results.

Abby, Carol, Marc, Pam

How to help movement to resist illegitimate authority. Leads to question of how to get groups to cooperate. Leads to question of how to build from grassroots up.

Conference for grantees to learn from one another, get support, learn

Our capacity: beyond current staff. Need to get others to do it or raise money to hire others to do it. Could work with regional or national partners. Could identify funders. Travel grants to get to events.

Charge to Grants and Communications committees: To think about this more specifically. How to encourage communities and meet grantees' needs.

Abby and Pam will try to write it up for discussion by committees.

X. Review of Grants portion of meeting:

Interesting we gave so few full grants. Very smooth. People did homework.

XI. Review of business meeting.

Need to decide how to process grants data. How to process outreach. Need next steps for grants committee. Appreciated staff minutes in board package so shorter reports. Longer meeting too tiring. Keep having opportunities to think politically.

**FEBRUARY 2003
GRANT DECISIONS**

Multi Year Grants

2nd Application

1. Coalition for Prisoners' Rights

\$3,000

P.O. Box 1911, Santa Fe, NM 87504-1911 Mara Taub 505/982-9520 cpr1911@aol.com

Funding for multi-year general support for organization which supports prisoners, family members and others and seeks to challenge the social and economic injustice inherent in the criminal justice system.

Decision: Full X Partial No Undecided

Comments:

New

2. Campaign to End the Death Penalty

\$1,500

P.O. Box 25730, Chicago, IL 60625 Alice Kim 773/955-4841 www.nodeathpenalty.org

Funding for multi-year general support for organization working to build public awareness and opposition to the death penalty.

Decision: Full Partial x No Undecided

Comments:

Not strong enough for multi-year grant. References a mixed bag. Important moment to give at least some support given recent communications.

3. Water Information Network

\$3,000

P.O. Box 4524, Albuquerque, NM 87106 Jaime Chavez 505/255-4072 win7@earthlink.net

Funding for general support of rural organizing campaign to stop coal strip mines and uranium mining, oppose radioactive waste sites and work on border environmental issues in New Mexico and West Texas.

Decision: Full X Partial No Undecided

Comments:

Community Organizing/Anti-Racism

4. Community Alliance of Lane County (CALC)

\$3,000

P.O. Box 10837, Eugene, OR, 97440 Vanessa Truett 541/485-1755 caclddev@efn.org

Funding for the Network for Immigrant Justice project that seeks to build a strong movement for immigrant rights through work that highlights INS abuses, investigates the misuse of funds for English Language Learners, and counters xenophobic stereotyping.

Decision: Full ☒ Partial ☐ No ☐ Undecided

Comments:

5. Eviction Free Zone

\$2,000

55 Norfolk Street, Cambridge, MA 02139 Judith Wachs 617/354-1300 efz@flashmail.com

Funding for general support for organization mobilizing low and moderate-income residents to advocate for affordable housing, immigrant rights and economic justice by building a multi-issue movement for social change.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Name is a problem since activity is much wider than housing now. Any chance to change it to reflect new mission?

6. Morgan Village Community Center

\$1,500

P.O. Box 328, Camden, NJ 08101-0328 Laura Sanchez 856/365-1450 jalnsanchez@comcast.net

Funding for community organizing which seeks to give residents more control over the quality of life in their neighborhood and engage residents in social justice issues that impact life in their community.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Not a lot of funding in the area. Not clear if organizing or mission has a broad vision. Take a chance.

7. Rogers' Park Community Action Network

\$1,500

1545 West Morse, Chicago, IL 60626 Fran Tobin 773/973-7888 fxtobin@juno.com

Funding for general support to help rebuild grassroots organization working for community leadership on affordable housing, tenants rights and economic justice campaigns.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Take a chance at re-building efforts

8. Salem/Keizer Coalition for Equality**\$1,500**

P.O. Box 4296, Salem, OR 97302 Annalivia Palazzo-Augulo 503/363-3909 www.heartdeoregon.com

Funding for the *Parents with Voices* Advocacy Project that will involve minority and low-income parents in traditionally white parent organizations and mobilize community members to advocate for educational equality.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Not clear what position they take on repressive "No Child Left Behind" Act. Is this a more traditional campaign?

Economic Justice**9. Community Alliance for Global Justice****\$2,000**

606 Maynard Avenue S, #252, Seattle, WA, 98104 Jeremy Simer 206/405-4600 www.seattleglobaljustice.org

Funding for an outreach and mobilization project that will increase community awareness about the FTAA by drawing connections about the economic and environmental impacts shared by local communities and communities in Central America.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Not clear that anything more than raising awareness. "Broaden the base"- know that base is not diverse, but are they/can they address it? Good references.

10. Kaw Valley Living Wage Alliance**\$1,000**

1328 Stone Meadows, Lawrence, KS 66049 David Smith 785/842-2793 www.kawlivingwage.org/

Funding to develop a broad based living wage coalition to pass a citywide ordinance requiring corporations which receive tax abatements to relocate or expand in Lawrence to pay their employees enough to keep them out of poverty.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Not clear if NAACP has economic analysis issues since won't endorse the group. Important to fund in Kansas, but seem to be single issue. No larger analysis, unlike other living wage campaigns in Kansas who could help them with broad vision.

11. Richmond Coalition for a Living Wage**\$2,500**

224 South Cherry Street, Richmond, VA 23220 Mary Lou Decossaux 804/643-2717 www.rclw.org

Funding to build and strengthen a coalition of low-income community organizations working toward passing a local city Living Wage.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Good reference. Sophisticated analysis.

Environmental

12. Sand Mountain Concerned Citizens

\$1,000

P.O. Box 400, Pisgah, AL 35765-0400 Wayne Cummins 256/657-6457 wcummins@farmerstel.com

Funding for general support of an organization challenging agribusiness's attempts to weaken environmental regulations on corporate hog farming.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

All white seniors on social security. No positions on several issues. At least they are not hurting anyone. In rural Alabama- could they be pushed to a wider vision? All references to farmers as men. Seem to be single issue. Encourage connections to other groups like Highlander. Let Highlander know about them as well.

13. West End Revitalization Association

P.O. Box 661, 206 Moore Street, Mebane, NC 27302 Omega Wilson 919/563-6099 weralusa@netscape.net

Funding for the Community Based Environmental Protection project organizing for safe water and sewer services in a community threatened by toxic and contaminated waste spills.

Decision: Full ☐ Partial ☐ No ☒ Undecided

Comments:

Seems to be a CDC. Not clear if it is more than one person. Seem to have some access to other funds.

Health/AIDS/Disability

14. Vermont Citizens Campaign for Health

\$1,500

P.O. Box 1481, Brattleboro, VT 05302 Shoshana Rihn 802/257-1593

Funding to develop a statewide coalition working towards enacting universal access to health care in Vermont.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Based on application not clear have a broad analysis. References say they do. Does approach make sense given current financial constraints?

Labor

15. Young Worker Project

Defer

P.O. Box 15866, San Francisco, CA 94115-5866 Nato Green 415/621-4155 workingyouth@hotmail.com

Funding for the Respect, Fairness and Opportunity campaign which works to organize youth workers in low-wage service industry jobs to win policy changes in workplace conditions and build a broader youth labor movement.

Decision: Full _____ Partial _____ No _____ Undecided

Comments:

Reference Steve Williams of POWER listed as a Board member. He made no reference to it and said didn't know composition of Board. Not clear where youth connections actually occur. Question as to whether unions should be supporting this. Have access to significant foundation dollars- may soon be too big to fund. Not a traditional approach to youth workers- broadening union's style. Not clear why can only articulate a few positions in #10. Call Steve Williams to find out more about his relationship with group.

Media/Culture

16. Project: Think Different

18 Wenham Street, Jamaica Plain, MA 02130 Scherazade King 617/522-4804 scherazadeking@attbi.com

Funding for the distribution costs of the *Jammin for Justice* public service announcement CD which seeks to use the work of local musicians and artists to educate the public about issues of economic justice and social action.

Decision: Full _____ Partial _____ No X Undecided

Comments:

No one has heard of them. No info in PSAs on how to go forward. Not clear where organizing occurs.

Middle East

17. US Campaign to Free Mordechai Vanunu

\$2,000

P.O. Box 43384, Tucson, AZ 85733 Felice Cohen-Joppa 520/323-8697 www.nonviolence.org/vanunu

Funding for general support for group which challenges the proliferation of nuclear weapons within the U.S. and its allies, and to secure the release of Mordechai Vanunu, imprisoned for blowing the whistle on Israel's undeclared nuclear weapons arsenal.

Decision: Full _____ Partial X No _____ Undecided

Comments:

Need to consider name change to show broader mission.

Peace/Anti-Militarism

18. Action for Community and Ecology in the Regions of Central America (ACERCA) \$2,000

P.O. Box 57 , Burlington, VT 05402 Orin Langelle 802/863-0571 www.asej.org/ACERCA

Funding for solidarity organizing against the "War on Terrorism" through an analysis of the connections between the ecological and human rights impacts of the current drive towards global war.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Not exactly clear where group is going. Do good job of cross-issue organizing.

19. Stepstone Center \$3,000

P.O. Box 2044 , Carbondale, CO 81623 Felicia Trevor Gallo 970/963-3483 flash13@sopris.net

Funding for general support to educate and empower members of their community to mobilize against the war in Iraq and US militarism.

Decision: Full ☒ Partial ☐ No ☐ Undecided

Comments:

Asked for \$2,000- gave them \$3,000. Good answers to #9 and 10.

Prisoners

20. Federal CURE \$2,000

P.O. Box 153, Reynoldsburg, OH 43068 Karen Bond 614/501-6896 director@fedcure.org

Funding for production and distribution costs of a quarterly newsletter that will educate and mobilize federal prisoners and their families around issues confronting the federal prison community.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

No one else is really doing the work.

21. California Coalition for Battered Women in Prison \$1,000

1540 Market St, #490, San Francisco, CA, 94102 Olivia Wang 415/255-7036 www.freebatteredwomen.org

Funding to hire two temporary employees to strengthen the infrastructure of group organizing around issues facing battered women in prison by highlighting the connections between domestic violence and incarceration.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Women

22. Coalition to Protect Choice

92 Front Street, Marblehead, MA 01945 Laura Newland Hill 978/922-1059

Funding for "Protecting Choice," a conference that will organize a grassroots network of pro-choice groups in Northeastern Massachusetts to work against current agendas to limit access to reproductive health services.

Decision: Full ☐ Partial ☐ No ☒ Undecided

Comments:

Trying to push larger groups. Poorly written grant. Come back after conference for next steps.

23. Colorado NARAL Foundation

\$2,000

1905 Sherman Street, Suite 210, Denver, CO 80203 Beth Ganz 303/394-1973 www.conaral.org

Funding for an outreach campaign about Emergency Contraception as part of a broader plan to draw awareness to and improve women's ability to access reproductive health care.

Decision: Full ☐ Partial ☒ No ☐ Undecided

Comments:

Clear plan. Important, thankless work.

24. Georgians for Choice

\$3,000

P.O. Box 8551, Atlanta, GA 31106 Errin Vuley 404/532-0022 www.georgiansforchoice.org

Funding for *The Access Project* which networks the reproductive health community in order to increase women's ability to access reproductive health services and serves as an organizing hub for Georgia's reproductive rights community.

Decision: Full ☒ Partial ☐ No ☐ Undecided

Comments:

Good proposal. Target both providers and clients.

Youth

25. Idaho Progressive Student Alliance

\$3,000

1412 W. Idaho Street, Boise, ID 83702 Jeremy Peirsol 208/331-7028 www.idahopsa.org

Funding for a coordinator who will maintain communication and infrastructure within a statewide organization of college students and community members who organize for social and economic justice.

Decision: Full ☒ Partial ☐ No ☐ Undecided

Comments:

Terrible proposal but terrific references. Encourage them to go to Western States Center conference-CSTI.

26. RESYST Seattle**\$3,000**

1816 Bellevue Avenue #205, Seattle, WA 98122
seattleresyst@hotmail.com

Qwo-Li Driskill 206/329-1606

Funding for a Popular Education Project which trains queer youth as activists through anti-oppression retreats, facilitators' trainings, and social justice trainings.

Decision: Full X Partial No Undecided

Comments:

Total Number of Requests 24 regular grants; 2 multi-year grants; 0 emergency grant; 0 loans; 21 not on agenda
Total Amount Requested: \$77,000
Total Allocation for Cycle: \$57,200
Total Grants: \$40,000 regular grants; \$6,000 multi-year grants; \$0 emergency grants
Total Loans: \$0
Total Allocated: \$46,000
Total # of Grants Allocated: 20 regular grants; 2 multi-year grants; 0 emergency grants
Total # of Loans Allocated: 0
Total # of Grants and Loans: 22

Salzman:

Cohen:

Holmes:

Reigle:

Hale:

NOT ON AGENDA

1. Action for Community Empowerment

One West 125th Street, #209, New York, NY 10027 Jacqueline Mason 212/932-3324 aceorg@lycos.com

Funding for the Youth Organizing program that raises critical consciousness and leadership development for youth by involving them in their community in ways that enable them to work towards social change.

Reason: Too big. Budget is over \$160k, \$178k for 2003.

2. American Friends Service Committee

1414 Hill Street, Ann Arbor, MI 48104 Mike Gibson-Faith 734/761-8283 www.afsc-fan.org

Funding for the production of "ishomosexualitywrong.com" which works to dispel myths that religious communities condemn homosexuality in order to undermine the strategies of the Religious Right.

Reason: Too big. A program of AFSC. Total Budget is \$225K.

3. The Bethsaida Team/Episcopal Diocese of Newark

31 Mulberry Street, Newark, NJ 07102 Susan Hillers 973/430-9900 www.dioceseofnewark.org

Funding to develop a program to assist churches and congregations to address way to create more inclusive communities by looking at structural, attitudinal and program barriers that may prevent people with disabilities or differences from participating.

Reason: Not separate from Church, too big.

4. The Central Vermont Branch of WILPF

44 Deerfield Drive, Montpelier, VT, 05602 Renée Carpenter 802/229-9918 reneehc@earthlink.net

Funding to expand the visibility and distribution of "Down by the Riverside," a cable access program which provides alternative news and analysis in order to further community education about peace and justice issues.

Reason: Come back for general support- listing on-going organizing projects.

5. Coffee House Teach-Ins

12335 Santa Monica Blvd. #114, Los Angeles, CA, 90025 Andrew Kay Lieberman 310/203-1542
www.stopUSwars.org

Funding for an extended Teach-In on the application of Martin Luther King's teachings to current militarism trends.

Reason: Do not talk about work in a broader context. Not clear how group operates or what their plans are. Answers to #10 poor. Not much local coalition work. No ongoing work. Unclear where organizing happens.

6. CURE- Ohio

233 South High Street, Suite 222, Columbus, OH, 43215 Paula Eyre 614/224-3466 www.cureohio.org

Funding for a Newsletter which serves to educate and organize prisoners and their families about criminal justice policies in Ohio's correctional institutions.

Reason: No work other than legislative fair, state fair booth and Newsletter. Mostly providing information not organizing. Discuss AIDS as only a LGBT concern. Single issue, narrow politics.

7. Eastern Michigan University Women's Center

235 King Hall, Ypsilanti, MI 48197 Kimberly Saks 734/487-4282 www.emich.edu/wcen

Funding for production and distribution costs of "Femme," a literary magazine from the Women's Center that provides an outlet for women's artistic expression.

Reason: Not organizing. Not a Resist priority.

8. Families of Incarcerated Hispanic Immigrants

Gouldton & Storrs, 400 Atlantic Avenue, Boston, MA 02110 Peter Kochansky, Esq. 617/574-3527

Funding for general support for an organization that supports families of Hispanic prisoners in order to strengthen their ability to remain connected to their families through a variety of services.

Reason: Social service. Avoid question 10 and 11.

9. Greater Cincinnati Coalition for the Homeless

1506 Elm Street, Cincinnati, OH 45202 Brendan Goodwin 513/421-7803 www.homeless.cinci.com

Funding for the Homeless Civil Rights Organizing Project which educates homeless individuals about their civil rights while it documents any violations or abuses of homeless individuals.

Reason: Cincinnati important area to fund work in. Budget is \$128K in expenses. Most of their work is service and education. No specifics on collaborations with other organizing groups in Cincinnati doing similar work.

10. Houston Copwatch

P.O. Box 667040, Houston, TX 77266-7040 Ernesto Aguilar 713/559-1359 www.houstoncopwatch.org

Funding for a Know Your Rights campaign which will educate low-income communities of color about their rights during interactions with law enforcement officials.

Reason: Too narrow. ACLU is already distributing this kind of material. Show no coalition work or networking with immigrant rights groups or groups in communities of color. Have budget irregularities.

11. Illinois Veterans' Equity Center

1332 West Irving Park Road, Chicago, IL 60613 Jerry Clarito 847/568-9338 equitycenter2002@yahoo.com

Funding to establish the Community Organizing Institute which will train community activists to organize against the Recession Act of 1946 which denied Filipino veterans of WWII military benefits.

Reason: Six people in the training program. No training manual provided. Focused on veterans rather than the Filipino community at large. Vague long term goals. Narrow.

12. In Honor of our Ancestors

1637 East 87th St #119, Chicago, IL, 60617 Carmen McClinton 773/505-1092 www.inhonorofourancestors.org

Funding for strategic planning to help individuals pursue engaged Buddhism as a way toward social change.

Reason: No details on organization or work. No clear purpose. No defined constituency. Not a Resist priority.

13. Lane Independent Living Alliance

P.O. Box 12106, Eugene, OR 97440 Carole Patterson 541/954-8373 carolezoom@mac.com

Funding for an emergency grant to educate legislators about the need to re-instate funds for community services for people with disabilities and to cover the costs of sit ins at the state Capitol

Reason: Not clear if a Resist priority or an emergency. Come back for a full grant.

14. National Network of Women in Community Development

8300 Colesville Rd, #310, Silver Spring, MD, 20910 Leslie Nesbitt 301/588-8110 LNesbitt@mcauley.org

Funding for registration costs for ten women to attend the "Women's Development Summit" which brings together women from grassroots organizations looking at women and housing.

Reason: Not organizing. Networking for developers.

15. NYC AIDS Housing Network

80A Fourth Avenue, Brooklyn, NY 11217 Jennifer Flynn 718/802-9540 www.nycahn.org

Funding for People Organizing for Welfare Equal Rights, a training course which develop low-income individuals living with HIV/AIDS as community organizers for economic justice.

Reason: Mostly service providers. 2002 budget has \$157k in income, \$125k in 2001.

16. Peace Rising: a Coalition of 13 Student groups Organizing a WalkoUT Against the War

University of Texas at Austin, 108 E. 47th Street, Austin, TX 78751 Andrea Guttin 512/773-0077

Emergency funding for literature and to fly in speakers for a student walk-out and rally to protest the war in Iraq.

Reason: No details about who speakers would be or where they need to come from. Wrote application January 22 but didn't mail it until February 5th. One time only with no on-going events or follow up planned. Not enough information to evaluate request.

17. Philadelphia Community Access Coalition

100 S Broad St, #1318, Philadelphia, PA, 19143 Danielle Redden 215/563-1090 denielle@phillyaccess.org

Funding for the distribution costs of a handbook on the organization's campaign to make public access cable television available in Philadelphia.

Reason: Video not sent. A lot of media organizing in Philadelphia- but none listed as collaborators. 3 member board.

18. Ruckus Collective

S.A.O. 12 H.U.B. 207 University of Washington, Seattle, WA 98195-2238 Erica Weiland 206/545-9222
<http://students.washington.edu/ruckus>

Funding for printing costs of a progressive political student newspaper that seeks to provide University of Washington students with a plurality of news analysis and opportunities for political involvement.

Reason: Not working beyond their campus. Not connected to broader local organizing.

19. Sound Ecology/ WMPG Community Radio

93 Falmouth Street, Portland, ME, 04104 Karen D'Andrea 207/780-4424 www.wmpg.org

Funding for "Following John Eder" a radio documentary that will follow John Eder's first year as Green Party Representative in the Maine State Legislature.

Reason: For production not distribution costs. \$186,000 in expenses.

20. Vision for African Nationals

P.O. Box 1523, Dayton, OH 45401 Thassende Lulonga 937/274-7797 visionforafrica@yahoo.com

Funding for a Peace and Reconciliation project which works to reform international development through work in refugee camps in Kigoma, Tanzania.

Reason: Working in Africa.

21. What's Up Magazine

23 Dartmouth Street, Boston, MA, 02166 Kyle Robidoux 617/267-1575 www.whatsupmagazine.org

Funding for the Youth Outreach Project which will enhance the organization's ability to increase the number of youth involved in the distribution and sale of the magazine.

Reason: Not political work around increasing number of youth vendors. Rejected several times. No larger vision. No organizing.

RESIST, Inc.
Balance Sheet
As of December 31, 2002

Printed On: March 10, 2003

ASSETS			
	<i>THIS PERIOD</i>		<i>THIS PERIOD LAST YEAR</i>
CURRENT ASSETS			
Operating Cash			
11035 GENERAL CASH-CAMB. TRUST	\$ <4,467.60>	159,694.92	
11037 GENERAL CASH - WAINWRIGHT B	166,990.71	0.00	
11050 PETTY CASH	50.00	50.00	
OPERATING FUND-SCHWAB	7,928.87	32,926.71	
	<hr/>	<hr/>	
Total Cash	170,501.98		192,671.63
Investments			
11231 RESIST LOAN FUND	3,000.00	0.00	
11245 HOLMES MEMORIAL FUND	100.00	100.00	
11400 CASH TRANSFER	494.18	494.18	
14000 INVESTMENTS/STOCKS	364.95	363.09	
15000 STOCK VALUE GAIN/LOSS	<136.81>	<190.89>	
11046 CALVERT INVSTMNT MGD GRTH	4,543.54	4,619.18	
INVESTMENT FUND-SCHWAB	86,469.99	153,090.33	
RESIST LOAN FUND-SCHWAB	13,981.39	13,878.84	
RESIST ENDOWMENT-SCHWAB	73,288.87	71,808.30	
COHEN MEM FUND-SCHWAB	5,556.31	8,650.59	
HOLMES MEM FUND-SCHWAB	12,052.71	15,116.55	
	<hr/>	<hr/>	
Total Investments	199,715.13		267,930.17
	<hr/>		<hr/>
TOTAL CURRENT ASSETS	370,217.11		460,601.80
	<hr/>		<hr/>
OTHER ASSETS			
16220 PRE-PAID INSURANCE	263.37	263.37	
16225 PRE-PAID EXPENSES-OTHER	804.90	9,931.41	
16230 INVENTORY- T-SHIRTS	2,405.99	2,405.99	
16240 ACCOUNTS RECEIVABLE	0.00	918.73	
16250 DEPOSITS	2,230.00	2,230.00	
16260 LOANS OUTSTANDING-LN FND	<3,000.00>	0.00	
	<hr/>	<hr/>	
TOTAL OTHER ASSETS	2,704.26		15,749.50
	<hr/>		<hr/>
FIXED ASSETS			
18000 IMPROVEMENTS	15,064.68	15,064.68	
18100 DEPRECIATION	<4,911.11>	<4,911.11>	
19000 OFFICE FURN./EQUIPMENT	32,496.54	32,496.54	
19100 ACCUMULATED DEPRECIATION	<28,725.40>	<28,725.40>	
	<hr/>	<hr/>	
TOTAL FIXED ASSETS	13,924.71		13,924.71
	<hr/>		<hr/>
TOTAL ASSETS	\$ 386,846.08		490,276.01
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Unaudited

RESIST, Inc.
Balance Sheet
As of December 31, 2002

Printed On: March 10, 2003

LIABILITIES AND CAPITAL

		<i>THIS PERIOD</i>	<i>THIS PERIOD LAST YEAR</i>
<i>CURRENT LIABILITIES</i>			
20100	ACCOUNTS PAYABLE	\$ 0.00	4,372.11
20500	GRANTS PAYABLE	39,000.00	49,400.00
	EMPLOYMENT TAX	7,157.71	4,417.98
21085	ACCRUED VACATION	10,342.92	11,957.67
29000	SECURITY DEPOSITS HELD	1,500.00	1,500.00
	TOTAL CURRENT LIABILITIES	58,000.63	71,647.76
<i>LONG-TERM LIABILITIES</i>			
	TOTAL LONG-TERM LIABILITIES	0.00	0.00
	TOTAL LIABILITIES	58,000.63	71,647.76
<i>CAPITAL</i>			
29501	Fund Balance: Cohen Endmt	10,022.62	10,022.62
29502	Fund Balance: Resist Endm	50,754.03	50,754.03
29600	FUND BALANCE- GENERAL	358,113.43	372,825.34
	CURRENT EQUITY	<89,769.23>	<14,711.91>
	TOTAL CAPITAL	329,120.85	418,890.08
	TOTAL LIABILITIES & CAPITAL	\$ 387,121.48	490,537.84

Unaudited

RESIST, Inc.
Balance Sheet
As of December 31, 2002

Printed On: March 10, 2003

Subsidiary Ledger

BREAKDOWN BY ACCOUNT

OPERATING ACCT

10199	SCHWAB 1 - OPERATING	\$ 7,928.87	32,926.71
	TOTAL OPERATING-SCHWAB	7,928.87	32,926.71

INVESTMENT ACCT

14000	INVESTMENTS/STOCKS	364.95	363.09
15000	STOCK VALUE GAIN/LOSS	<136.81>	<190.89>
10293	CITIZEN'S INDEX - INVESTMENT	4,128.35	5,373.26
10295	WOMEN'S EQUITY - INVESTMENT	26,391.03	30,901.71
10296	DOMINI SOC EQUITY - INVESTME	37,976.36	97,500.45
10297	CALVERT BALANCED FUND-INVS	7,412.38	9,111.59
10298	CALVERT BOND FND - INVESTME	9,557.07	9,039.27
10299	SCHWAB 1 - INVESTMENT	1,004.80	1,164.05
11046	CALVERT INVSTMNT MGD GRTH	4,543.54	4,619.18
	TOTAL INVSTMNT FND	91,241.67	157,881.71

RESIST LOAN FUND

10399	SCHWAB 1 - LOAN FUND	13,981.39	13,878.84
	TOTAL RESIST LOAN FND-SCHWAB	13,981.39	13,878.84

RESIST ENDOWMENT

10494	N & B - RESIST ENDWMT	11,653.98	12,716.05
10498	CALVERT BOND FND-ENDWMT	59,583.16	57,051.25
10499	SCHWAB 1 - ENDOWMENT	2,051.73	2,041.00
	TOTAL RESIST ENDWMNT-SCHWAB	73,288.87	71,808.30

COHEN MEMORIAL FUND

10500	SCHWAB 1 - COHEN MEM FUND	7.03	7.03
10596	DOMINI-COHEN MEM FUND	5,549.28	8,643.56
	TOTAL COHEN MEM FND-SCHWAB	5,556.31	8,650.59

HOLMES MEMORIAL FUND

10696	DOMINI SOC EQUITY - HOLMES	11,997.81	14,962.47
10699	SCHWAB 1 - HOLMES	54.90	154.08
	TOTAL HOLMES FUND-SCHWAB	12,052.71	15,116.55

TOTAL BY ACCOUNT

204,049.82 300,262.70

BREAKDOWN BY INVESTMENT

Citizen's Index	4,128.35	5,373.26
Neuberger Berman	11,653.98	12,716.05
Women's Equity	26,391.03	30,901.71
Domini Social Equity	55,523.45	121,106.48
Calvert Balanced Fund	11,955.92	13,730.77
Calvert Bond	69,140.23	66,090.52
Schwab One	25,021.69	50,164.68
Stocks	228.14	172.20
Uninvested	7.03	7.03

TOTAL BY INVESTMENT

204,049.82 300,262.70

RESIST, Inc.
Board Report
For the Twelve Months Ending December 31, 2002

Printed On: March 10, 2003

	2002 Y-T-D	2002 Budget Y-T-D	2001 Y-T-D
Income			
Internal Mailings	333,043.03	329,000.00	296,085.80
Prospect Mailings	41,850.66	45,000.00	52,352.78
Special Contributions	230,253.23	250,500.00	266,199.75
Investments	<30,303.54>	16,000.00	<13,270.61>
Other	3,616.55	3,385.00	1,214.59
Total Income	578,459.93	643,885.00	602,582.31
Expenses			
<i>Fundraising</i>			
Internal Mailing Costs	15,913.00	20,100.00	15,821.79
Prospect Mailing Costs	49,828.51	45,000.00	53,921.68
Other Fundraising Costs	2,437.76	5,140.00	1,308.19
Subtotal	68,179.27	70,240.00	71,051.66
<i>Program</i>			
Grants	325,113.22	299,000.00	295,900.00
Grants Program	695.79	1,400.00	894.98
Newsletter	46,174.81	42,400.00	34,774.06
Website	638.76	1,000.00	784.35
Subtotal	372,622.58	343,800.00	332,353.39
<i>Other</i>			
Personnel	158,189.50	161,271.00	153,338.05
General and Administrative	60,105.76	89,925.00	52,379.54
Board Expenses	8,820.65	8,650.00	8,171.58
Subtotal	227,115.91	259,846.00	213,889.17
Total Expenses	667,917.76	673,886.00	617,294.22
Total Income (Loss)	<89,457.83>	<30,001.00>	<14,711.91>

RESIST, Inc.
Board Report
For the Twelve Months Ending December 31, 2002

Printed On: March 10, 2003

SUBSIDIARY SCHEDULE

		2002 Y-T-D	2002 Budget	2001 Y-T-D
INTERNAL MAILINGS				
30400	CONTRIBUTIONS- PLEDGES	136,080.15	140,000.00	129,882.50
30500	CONTRIBUTIONS- NEWSLETTER	76,884.60	64,000.00	52,088.80
30600	CONTRIBUTIONS-ABC MAILING	120,078.28	125,000.00	114,114.50
		<u>333,043.03</u>	<u>329,000.00</u>	<u>296,085.80</u>
PROSPECT MAILINGS				
31400	CONTRIBUTIONS-PROSPECTING	41,850.66	45,000.00	52,352.78
		<u>41,850.66</u>	<u>45,000.00</u>	<u>52,352.78</u>
SPECIAL CONTRIBUTIONS				
32010	CONTRIBUTIONS-RESTRICTED	600.00	5,500.00	5,670.00
32020	CONTRIBUTIONS- STOCKS	17,154.13	35,000.00	26,758.08
32040	CONTRIBUTIONS-FOUNDATIONS	148,649.09	100,000.00	110,842.92
32050	CONTRIBUTIONS-UNSOLICITED	63,850.01	110,000.00	122,928.75
		<u>230,253.23</u>	<u>250,500.00</u>	<u>266,199.75</u>
INVESTMENTS				
38001	BANK INTEREST CAMB TR, WAINWRI	909.34	2,000.00	2,389.33
38002	STOCK DIVIDENDS	0.00	6,000.00	0.00
38006	UNREALIZED G/L ON INVSTMT	<105.05>	0.00	<4.32>
38007	COMMISSION ON STOCK SALE	0.00	8,000.00	0.00
38094	INT&DIVIDENDS - NEUBERGER BERM	386.02	0.00	1,139.39
38095	INT&DIVIDENDS - WOMEN'S EQUITY	0.00	0.00	898.75
38096	INT&DIVIDENDS - DOMINI	11.83	0.00	11,402.95
38097	INT&DIVIDENDS - CALVERT BAL FD	83.14	0.00	241.90
38098	INT&DIVIDENDS - CALVERT BOND	<152.96>	0.00	6,013.00
38099	INT&DIVIDENDS - SCHWAB ONE	<55.41>	0.00	1,446.71
38500	GAIN/LOSS - MISC	159.27	0.00	<218.05>
38560	REALIZED LOSSES	0.00	0.00	<10,334.47>
38593	GAIN/LOSS - CITIZENS INDEX	<875.15>	0.00	<1,501.51>
38594	GAIN/LOSS - NEUBERGER BERMAN	<1,456.80>	0.00	<1,475.10>
38595	GAIN/LOSS - WOMEN'S EQUITY	<3,413.18>	0.00	<1,907.44>
38596	GAIN/LOSS - DOMINI	<19,843.71>	0.00	<22,396.92>
38597	GAIN/LOSS - CALVERT BALANCED	<1,488.77>	0.00	<758.29>
38598	GAIN/LOSS - CALVERT BOND	2,386.38	0.00	1,793.46
38599	GAIN/LOSS - SCHWAB ONE	<6,848.49>	0.00	0.00
		<u><30,303.54></u>	<u>16,000.00</u>	<u><13,270.61></u>
OTHER INCOME				
35110	LIST SALES NAMES IN NEWS	186.69	300.00	0.00
36001	T-SHIRT SALES	3,110.00	2,800.00	446.00
37000	ROYALTIES	21.16	10.00	10.87
37500	FISCAL SPONSORSHIP FEE	609.25	175.00	150.50
39050	MISCELLANEOUS INCOME	<310.55>	100.00	607.22
		<u>3,616.55</u>	<u>3,385.00</u>	<u>1,214.59</u>

Unaudited

RESIST, Inc.
Board Report
For the Twelve Months Ending December 31, 2002

Printed On: March 10, 2003

SUBSIDIARY SCHEDULE

		2002 Y-T-D	2002 Budget	2001 Y-T-D
INTERNAL MAILING COSTS				
41101	PRINTING-PLEDGES	2,337.64	3,100.00	2,203.93
41102	POSTAGE- PLEDGES	2,557.53	2,800.00	1,871.71
41103	MAILHOUSE- PLEDGES	1,372.61	2,200.00	1,932.23
44101	PRINTING-ABC MAILINGS	2,873.52	4,200.00	3,417.84
44102	POSTAGE-ABC MAILINGS	4,652.07	3,800.00	3,608.64
44103	MAILHOUSE- ABC MAILINGS	2,119.63	3,000.00	2,787.44
		<u>15,913.00</u>	<u>19,100.00</u>	<u>15,821.79</u>
PROSPECT MAILING COSTS				
4710	MAILHOUSE-PROSPECTING	0.00	6,000.00	0.00
47101	PRINTING- PROSPECTING	13,202.67	18,000.00	21,648.27
47102	POSTAGE- PROSPECTING	12,417.88	11,000.00	12,134.43
47103	MAILHOUSE-PROSPECTING	5,818.28	6,000.00	6,308.27
47104	CONSULTANTS-PROSPECTING	11,439.00	5,000.00	6,950.00
47107	LIST RENTALS-PROSPECTING	6,950.68	5,000.00	6,880.71
		<u>49,828.51</u>	<u>51,000.00</u>	<u>53,921.68</u>
OTHER FUNDRAISING COSTS				
36002	T-SHIRT COSTS	1,031.22	3,000.00	239.15
49601	THANK YOU CARDS-COST	0.00	140.00	126.60
49602	THANK YOU CARDS-PRINTING	165.00	100.00	55.00
49603	THANK YOU CARDS- POSTAGE	1,091.54	700.00	657.74
49610	PROMO T-SHIRT GIFTS	0.00	400.00	229.70
49620	OTHER FUNDRAISING COSTS	150.00	800.00	0.00
		<u>2,437.76</u>	<u>5,140.00</u>	<u>1,308.19</u>
GRANTS				
49411	NWTRCC: IN	<11,575.75>	<4,000.00>	<2,859.50>
49412	NWTRCC: OUT	11,575.75	4,000.00	2,859.50
49509	RESIST MULTIYEAR GRANTS PD OUT	54,000.00	60,000.00	48,000.00
49510	RESIST GRANTS PAID OUT	265,113.22	230,000.00	244,900.00
49512	SALZMAN GRANTS PAID OUT	6,000.00	6,000.00	3,000.00
49514	HOLMES GRANTS PAID OUT	0.00	3,000.00	0.00
		<u>325,113.22</u>	<u>299,000.00</u>	<u>295,900.00</u>
GRANTS PROGRAM				
52501	PRINTING-GRANT PROGRAM	100.00	550.00	336.95
52502	POSTAGE-GRANT PROGRAM	595.79	600.00	558.03
52540	LIBRARY-GRANT PROGRAM	0.00	250.00	0.00
		<u>695.79</u>	<u>1,400.00</u>	<u>894.98</u>
NEWSLETTER				
42101	PRINTING NEWSLETTER	23,851.68	25,000.00	19,000.19
42102	POSTAGE- NEWSLETTER	13,525.91	9,000.00	8,612.43
42103	MAILHOUSE- NEWSLETTER	8,107.22	6,500.00	6,651.44
42104	CONSULTANTS-NEWSLETTER	0.00	1,200.00	0.00
42105	PHOTOS/GRAPHICS NEWSLETR	502.50	700.00	510.00
42107	MISC. EXP.-NEWSLETTER	187.50	0.00	0.00
		<u>46,174.81</u>	<u>42,400.00</u>	<u>34,774.06</u>
WEBSITE				
51700	INTERNET	638.76	1,000.00	784.35
		<u>638.76</u>	<u>1,000.00</u>	<u>784.35</u>

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Board Report
For the Twelve Months Ending December 31, 2002

Printed On: March 10, 2003

		SUBSIDIARY SCHEDULE		
		2002 Y-T-D	2002 Budget	2001 Y-T-D
PERSONNEL				
50110	GROSS PAY	121,900.80	132,821.00	125,039.41
50120	EMPLOYER TAXES (Rfica,DES	13,615.73	13,000.00	11,492.02
50125	RETIREMENT MATCH	3,894.70	4,000.00	4,502.20
50130	STAFF HEALTH INSURANCE	18,298.27	11,000.00	11,783.42
50140	WORKER'S COMPENSATION	480.00	450.00	521.00
		<hr/>	<hr/>	<hr/>
		158,189.50	161,271.00	153,338.05
GENERAL AND ADMINISTRATIVE				
50150	CONSULTANTS	3,451.58	4,500.00	4,288.67
51000	RENT	32,781.25	30,000.00	25,443.75
51100	OCCUPANCY	4,079.74	4,000.00	3,462.15
51500	TELEPHONE	2,566.70	3,500.00	3,726.70
52010	OFFICE SUPPLIES	3,631.08	2,000.00	1,814.92
52020	OFFICE XEROX	169.51	100.00	19.60
52040	OFFICE LIBRARY	165.62	250.00	156.50
52050	OFFICE PRINTING	222.55	1,000.00	350.00
52060	MINOR OFFICE EQUIPMENT	3,636.82	5,000.00	237.67
52070	BANK CHARGES	998.32	1,000.00	75.30
53010	OFFICE POSTAGE	1,885.88	1,700.00	498.77
53020	UPS	50.41	100.00	0.00
53030	POSTAGE DUE/BRE ENVELOPES	2,134.33	1,800.00	1,112.02
54000	TRAVEL	11.50	1,200.00	10.00
54200	STAFF DEVELOPMENT	1,050.00	2,400.00	795.00
54500	CONFERENCES/MEETINGS	462.07	500.00	392.60
55101	ADVERTISING	1,635.00	3,700.00	1,635.00
55102	BROCHURE	4,141.00	8,500.00	1,000.00
55150	OTHER	0.50	0.00	0.00
55500	REPAIRS AND MAINTENANCE	0.00	400.00	1,883.22
56010	LEGAL FEES	0.00	500.00	0.00
56020	ACCOUNTING FEES	8,453.00	8,000.00	9,093.50
56030	COMPUTER CONSULTING FEES	0.00	2,000.00	0.00
57000	INSURANCE- OFFICE	1,491.00	2,500.00	1,086.47
59020	DUES AND FEES	1,225.00	1,000.00	1,533.10
59030	TAX PENALTIES & INTEREST	0.00	125.00	0.00
59040	OTHER PENALTIES/FINES	0.00	50.00	0.00
59060	MISCELLANEOUS EXPENSE	46.98	100.00	239.33
59090	DEPRECIATION	0.00	4,000.00	5,349.24
81000	RENTAL INCOME	<12,800.00>	0.00	<10,732.59>
81100	OCCUPANCY INCOME	<1,384.08>	0.00	<1,091.38>
		<hr/>	<hr/>	<hr/>
		60,105.76	89,925.00	52,379.54
BOARD EXPENSES				
58001	BOARD XEROX	3,233.39	2,500.00	2,409.16
58002	BOARD POSTAGE/UPS	1,097.76	700.00	488.56
58003	BOARD TRAVEL	2,946.28	2,500.00	2,779.16
58004	BOARD FOOD/MEETINGS	1,487.22	800.00	1,569.70
58005	BOARD OUTREACH	0.00	150.00	0.00
58006	BOARD EXPENSE: OTHER	56.00	2,000.00	925.00
		<hr/>	<hr/>	<hr/>
		8,820.65	8,650.00	8,171.58

GRANT APPLICATION FORM

Date Received _____	
Board Meeting Date _____	Board Decision _____
This box for Resist staff use only	

Grant applicant please provide the following information:

Date _____

Name of Organization _____

Address _____

Telephone () _____

E-mail address _____ Web Site _____

Contact Person _____ Phone (if different) _____

Is your group tax-exempt? _____ Yes _____ No

If yes, please **attach a copy** of your Federal **IRS notification letter**.

Neither your state tax exemption nor your employer identification number meet this requirement.

If you are not tax exempt, do you have a tax-exempt organization that will supervise the funds you would receive if your proposal is approved?

If so, please fill in the name and address of that organization below and **attach their IRS notification letter** with this application.

Please list any projects for which you have applied to RESIST in the past. Include projects for which you applied to RESIST but did not receive funding. If your organization applied under a different name, list that below as well.

Application Date	Project Description	Award Amount
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

How did you hear about Resist? _____

PROJECT

1. Amount requested: _____
(Not to exceed \$3,000 per year)
2. Please provide a description of your project in 50 words or less. If you are applying for general support, please give a one sentence description of your organization.
3. Describe your project. If you are applying for general support, please describe the work of your organization. Please indicate:
 - the goals of your project or organization;
 - your plan to achieve these goals; including a timeline; and
 - how you will evaluate the effectiveness of your efforts.

HISTORY

3. Briefly describe the history of your organization.
 - When, why, and by whom it was started?
 - If applicable, how has your organization changed over the years?

VISION

4. Briefly describe your organization's vision of social change and how you work to realize that vision.
 - If applicable, discuss how the ongoing work of your organization responds to and addresses US domestic policy and/or US foreign policy.

PROGRAM

5. What have been your organization's most significant accomplishments and challenges over the last three years?
6. What other events and/or projects is your group planning for the coming year.

ORGANIZATIONAL STRUCTURE AND COMPOSITION

7. Briefly describe how your group operates in terms of:
 - who makes decisions and sets priorities for your organization;
 - the responsibilities of the board, staff and members;
 - the number of members you have;
 - your strategies to recruit new members; and
 - the number of paid staff.
8. Please use the attached chart to illustrate the make-up/diversity of your group's Board, Staff, Volunteers and Members in terms of age, race, sexual orientation, class, physical ability and gender.
 - How have you taken steps to increase that diversity?

PAST AND CURRENT FUNDING SOURCES

9. Please list all other foundations you have applied to in the past three years and the results of those applications. Are you currently applying to other foundations for this or another project? If so, please indicate which foundations and whether the request is pending, secured or turned down.

POLITICAL FOCUS

RESIST believes that building an effective movement for social change requires groups to discuss issues that may not be central to their organization or work. RESIST funds organizations that can demonstrate an understanding of the important connections within the broad spectrum of issues that progressive activists struggle to address. As part of the application process, RESIST seeks an honest evaluation from organizations about their position, or lack of a position, on issues of race, class, gender, reproductive rights, lesbian and gay rights, age and disability. Your answers to the following question will enable us to get a better sense of the focus and perspective of your group.

9. Please provide information that illustrates the: 1) programs, 2) coalition work, and 3) position of your group in relationship to the rights and concerns of *each* of the following:

- a) people of color
- b) working class and poor people
- c) women (include your group's position on reproductive and abortion rights)
- d) gay/lesbian/bisexual/transgender rights and liberation
- e) people with disabilities
- f) older people
- g) youth

COLLABORATION

10. How does your organization collaborate with other organizations?

- Please describe groups or coalitions you currently work with or have worked with in the past.
- Are there other organizations in your community that do similar work?
- If so, how do your organizations cooperate with each other?

REFERENCES

Please provide the name, organizational affiliation, address, e-mail and phone numbers of three people we can contact as references. Include people who are familiar with your work but are *not* members of your group.

	Name	Organization	Address	E-Mail	Phone Number
1.	<hr/>				
2.	<hr/>				
3.	<hr/>				

ATTACHMENTS

Please **include the following items** with your proposal:

- Your most recent completed financial statement, your current annual budget and a project budget (if applicable) showing your income and expenses. If you do not prepare organizational or project budgets, you may use the form enclosed with the application.
- If you are requesting a grant for printed materials (e.g. a newsletter or brochure), please include a copy or draft.
- If you are requesting funding for a play, radio, film or video project, please send a script or a copy of the production.

GRANT APPLICATION CHECKLIST

Please enclose each of the following materials with your request. Incomplete applications will not be considered. If you have any questions regarding the application, please call the RESIST office for assistance.

- ☐ **Cover Letter**
- ☐ **Cover Sheet**
- ☐ **Grant Application Form** (one copy)
- ☐ **Multi-Year Grant Application Form**, if applicable (one copy)
- ☐ **IRS 501(c)(3) Notification Letter** (or IRS letter from sponsoring organization/fiscal conduit)
- ☐ **Last Complete Financial Statement** (your income and expenses for your last fiscal year)
- ☐ **Projected Budget for Current Fiscal Year** (including a breakdown of income and expenses)
- ☐ **Three references** (including name, address, organizational affiliation, e-mail and phone number)
- ☐ **Supporting printed materials** (up to three items)
- ☐ **Samples of literature** (actual or draft)
- ☐ **A copy of a film, video, radio or slide show** for media support requests
- ☐ **Evidence of Past Performance** (e.g. prior progress or annual reports, if applicable)
- ☐ **Diversity Chart**

Application Procedures:

- Applications must be **received by 5 p.m.** on the day of the proposal deadline
- Applications may **not be submitted by fax or e-mail**
- **Binders, paper clips or folders** are not necessary

Please remember that **RESIST does *not* fund** any of the following:

- social service or research projects;
- legal defense costs or lawsuit projects;
- material aid campaigns;
- tours, trips or travel expenses;
- individuals;
- projects located outside the United States;
- the development or production of films, videos or radio projects;
- publications, media or cultural projects not directly connected to a progressive organizing campaign;
- capital campaigns, capital projects, or endowments;
- organizations with access to traditional sources of funding;
- other foundations or grant-giving organizations; and
- organizations with annual budgets over \$125,000.

RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144
(617) 623-5110; resistinc@igc.org; www.resistinc.org

If you prepare organizational or project budgets, you may submit them in their original forms.	Financial Statement (last year's <i>actual</i> income/expenditures)	Annual Budget (current year)	Project Budget ¹
Fiscal Year-End Date:			
INCOME			
Resist Request			
Individual Contributions			
Foundation Grants			
Government Contracts			
Membership Dues			
Special Events/Sales Income			
In-Kind Contributions			
Other			
Total Income			
EXPENSES			
Salaries			
Benefits			
Professional Fees			
Occupancy (rent, utilities)			
Insurance			
Telephone			
Postage/Shipping			
Copying/Printing			
Supplies			
Major Equipment			
Travel/Transportation			
Fundraising			
Promotion/Publicity/Outreach			
Training/Technical Assistance			
Other			
Total Expenses²			
BALANCE			

NOTES

1. If your request is for a special project, complete the project budget column.
If your request is for general support, leave the third column blank.
2. If your organizational budget is over \$125,000, you are not eligible for Resist funding.
If it is close to \$125,000, you should contact Resist before applying.

LOBBYING

Within the proposed project budget, we estimate that no more than \$_____ will be spent for lobbying activity, of which no more than \$_____ will be spent for grassroots lobbying, as those terms are defined in the Internal Revenue Service Regulations under 501 (h).

Organizational Diversity Chart

(Please indicate the number of individuals who fall within the following categories)

	Board Members	Staff	Active Volunteers	Members
Total Number				
Diversity by Race/Ethnicity				
African American				
Asian Pacific Islander				
European-American/Caucasian				
Latina/Latino/Hispanic				
Multi-Racial/Mixed Heritage				
Native American				
Other				
Diversity by Gender				
Female				
Male				
Transgender				
Diversity by Age				
Individuals Age 65 and Older				
Individuals Age 21 and Younger				
Other Diversity Characteristics				
Low-income				
Gay/Lesbian/Bisexual				
People with Disabilities				
Other Diversity Categories that are Important to Your Organization				
1				
3				
4				

GRANTS 2002 Breakdown

Meeting	# Grants	# Funded	%	MY Grants	Grants	# E.G.s	E.G.	# Loans	Loans	NWTRCC	Total	Total
January										\$570.00	\$570.00	0
February	36	12	33.3%	\$0.00	\$30,500.00	1	\$300.00	0	\$0.00	\$0.00	\$30,800.00	13
March										\$47.50	\$47.50	0
April	68	30	44.1%	\$12,000.00	\$60,100.00	0	\$0.00	1	\$3,000.00	\$0.00	\$75,100.00	31
May										\$380.00	\$380.00	0
June	60	25	41.7%	\$9,000.00	\$53,000.00	0	\$0.00	0	\$0.00	\$0.00	\$62,000.00	25
July										\$2,313.25	\$2,313.25	0
August	58	23	39.7%	\$9,000.00	\$46,580.00	1	\$300.00	0	\$0.00	\$0.00	\$55,880.00	24
September										\$427.50	\$427.50	0
October	86	25	29.1%	\$15,000.00	\$43,500.00	0	\$0.00	0	\$0.00	\$142.50	\$58,642.50	25
November										\$684.00	\$684.00	0
December	52	18	34.6%	\$6,000.00	\$32,000.00	2	\$600.00	0	\$0.00	\$7,011.00	\$45,611.00	20
Total	360	133	36.9%	\$51,000.00	\$265,680.00	4	\$1,200.00	1	\$3,000.00	\$11,575.75	\$332,455.75	138

Resist Grants By Category 2002

Category	# of Grants	% of Grants	Grant \$\$	% of Grant \$\$
Africa/Asia/International	4	2.9%	\$11,000.00	3.4%
Central, Latin America and the Caribbean	5	3.6%	\$13,000.00	4.1%
Community Organizing/Anti-Racism	26	18.8%	\$55,600.00	17.3%
Economic Justice	11	8.0%	\$21,500.00	6.7%
Environmental	13	9.4%	\$36,500.00	11.4%
Gay/Lesbian/Bisexual	4	2.9%	\$9,200.00	2.9%
Health/AIDS/Disability	2	1.4%	\$4,500.00	1.4%
Labor	15	10.9%	\$33,100.00	10.3%
Media/Culture	7	5.1%	\$14,200.00	4.4%
Middle East	5	3.6%	\$10,880.00	3.4%
Native American	1	0.7%	\$1,500.00	0.5%
Peace/Anti-Militarism	16	11.6%	\$36,600.00	11.4%
Prisoners	5	3.6%	\$11,500.00	3.6%
Women	8	5.8%	\$23,800.00	7.4%
Youth	16	11.6%	\$38,000.00	11.8%
Totals	138	100.0%	\$320,880.00	100.0%
NWTRCC	1			
Grand Total	139		\$320,880.00	

**Resist Grants and Loans
1990 - 2000**

Category	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	Total	%	Category
Africa/Asia/International	7	10	4	6	2	1	1	2	0	2	3	5	4	47	2%	Africa/Asia/International
Central, Latin America & the Caribbean	34	36	36	27	42	18	16	9	9	7	9	5	5	253	13%	Central, Latin America & the Caribbean
Community Organizing/Anti-Racism	24	31	23	17	23	31	20	15	26	19	23	15	26	293	15%	Community Organizing/Anti-Racism
Economic Justice	0	0	3	8	3	12	15	15	20	7	14	10	11	118	6%	Economic Justice
Environmental	7	8	5	7	10	7	12	10	12	13	13	17	13	134	7%	Environmental
Gay/Lesbian/Bisexual	20	16	9	11	21	12	5	9	10	3	7	2	4	129	7%	Gay/Lesbian/Bisexual
Health/AIDS/Disability	7	8	6	8	5	3	7	5	11	7	2	1	2	72	4%	Health/AIDS/Disability
Labor	3	8	3	8	13	1	10	9	19	12	12	10	15	123	6%	Labor
Media/Culture	0	5	2	1	5	7	9	6	6	8	11	5	7	72	4%	Media/Culture
Middle East	16	12	4	3	3	1	3	1	4	4	2	5	5	63	3%	Middle East
Native American	6	11	17	9	2	6	8	4	6	2	3	1	1	76	4%	Native American
Peace/Anti-Militarism	18	20	24	15	17	14	9	7	2	10	8	18	16	178	9%	Peace/Anti-Militarism
Prisoners	11	12	13	15	14	14	14	11	11	13	14	18	5	165	8%	Prisoners
Women	17	14	15	17	15	8	6	8	7	5	7	13	8	140	7%	Women
Youth	3	3	2	3	6	8	9	14	13	11	7	11	16	106	5%	Youth
Training	0	0	0	0	0	0	6	0	0	0	0	0	0	6	0%	Training
Totals	173	194	166	155	181	143	150	125	156	123	135	136	138	1975	100%	Totals

RESIST GRANT ALLOCATIONS

1998 - 2002

Year	# Grants	# Funded	%	Grants	MY Grants	# E.G.s	E.G.	# Loans	Loans	NWTRCC	Total	Total
1998	269	148	55.0%	\$ 245,838.00	\$ -	7	2100	1	\$ 1,000.00	\$ 3,414.00	\$252,352.00	156
1999	235	119	50.6%	\$ 191,970.00	\$ 20,000.00	2	\$ 600.00	2	\$ 3,500.00	\$ 4,132.50	\$220,202.50	123
2000	266	127	47.7%	\$ 210,100.00	\$ 30,000.00	7	\$ 2,100.00	1	\$ 2,000.00	\$ 5,238.30	\$249,438.30	135
2001	308	129	41.9%	\$ 245,800.00	\$ 51,000.00	7	\$ 2,100.00	0	\$ -	\$ 2,859.50	\$301,759.50	136
2002	360	133	36.9%	\$ 265,680.00	\$ 51,000.00	4	\$ 1,200.00	1	\$ 3,000.00	\$ 11,575.75	\$332,455.75	138
Total	1438	656	45.6%	\$ 1,159,388.00	\$ 152,000.00	27	\$ 8,100.00	5	\$ 9,500.00	\$ 27,220.05	\$1,023,752.30	550

**Resist Grants and Loans
1998 - 2002**

Category	1998	1999	2000	2001	2002	Total	%
Africa/Asia/International	0	2	3	5	4	14	2%
Central, Latin America & the Caribbean	9	7	9	5	5	35	5%
Community Organizing/Anti-Racism	26	19	23	15	26	109	16%
Economic Justice	20	7	14	10	11	62	9%
Environmental	12	13	13	17	13	68	10%
Gay/Lesbian/Bisexual	10	3	7	2	4	26	4%
Health/AIDS/Disability	11	7	2	1	2	23	3%
Labor	19	12	12	10	15	68	10%
Media/Culture	6	8	11	5	7	37	5%
Middle East	4	4	2	5	5	20	3%
Native American	6	2	3	1	1	13	2%
Peace/Anti-Militarism	2	10	8	18	16	54	8%
Prisoners	11	13	14	18	5	61	9%
Women	7	5	7	13	8	40	6%
Youth	13	11	7	11	16	58	8%
Totals	156	123	135	136	138	688	100%

Grants and Loans Geographic Distribution

State	Geographic Area	1998	1999	2000	2001	2002	Totals	%
Delaware	MidAtlantic/DC	1	0	1	0	0	2	0.3%
Maryland	MidAtlantic/DC	5	1	1	0	2	9	1.3%
New York	MidAtlantic/DC	11	10	13	10	15	59	8.6%
New Jersey	MidAtlantic/DC	0	0	1	1	1	3	0.4%
Pennsylvania	MidAtlantic/DC	5	4	6	9	5	29	4.2%
Washington D.C.	MidAtlantic/D.C.	4	4	6	3	3	20	2.9%
Total	MidAtlantic/DC	26	19	28	23	26	122	17.7%
Illinois	Midwest	9	9	8	5	7	38	5.5%
Indiana	Midwest	1	1	0	0	0	2	0.3%
Iowa	Midwest	0	0	0	1	1	2	0.3%
Kansas	Midwest	2	4	3	2	2	13	1.9%
Michigan	Midwest	2	1	2	1	1	7	1.0%
Minnesota	Midwest	3	2	2	4	0	11	1.6%
Missouri	Midwest	5	4	2	5	1	17	2.5%
Nebraska	Midwest	0	0	3	1	0	4	0.6%
North Dakota	Midwest	0	0	0	0	0	0	0.0%
Ohio	Midwest	3	1	4	3	5	16	2.3%
Oklahoma	Midwest	0	0	0	0	0	0	0.0%
South Dakota	Midwest	1	0	1	0	0	2	0.3%
Wisconsin	Midwest	4	2	3	6	3	18	2.6%
Total	Midwest	30	24	28	28	20	130	18.9%
Connecticut	Northeast	1	1	4	3	1	10	1.5%
Maine	Northeast	3	3	2	6	5	19	2.8%
Massachusetts	Northeast	19	17	18	11	14	79	11.5%
New Hampshire	Northeast	3	1	1	0	0	5	0.7%
Rhode Island	Northeast	1	0	1	0	2	4	0.6%
Vermont	Northeast	4	1	2	4	4	15	2.2%
Total	Northeast	31	23	28	24	26	132	19.2%
Colorado	Northwest	3	5	2	4	4	18	2.6%
Idaho	Northwest	0	2	0	3	2	7	1.0%
Montana	Northwest	4	3	2	3	5	17	2.5%
Oregon	Northwest	11	12	6	11	9	49	7.1%
Utah	Northwest	3	0	1	2	2	8	1.2%
Washington	Northwest	2	2	2	2	2	10	1.5%
Wyoming	Northwest	0	0	0	1	0	1	0.1%
Total	Northwest	23	24	13	26	24	110	16.0%

**Grants and Loans
Geographic Distribution**

State	Geographic Area	1998	1999	2000	2001	2002	Totals	%
Alabama	South	0	0	0	0	0	0	0.0%
Arkansas	South	0	2	0	0	1	3	0.4%
Florida	South	1	2	2	1	4	10	1.5%
Georgia	South	1	1	2	1	0	5	0.7%
Kentucky	South	1	1	1	0	2	5	0.7%
Louisiana	South	2	1	0	0	0	3	0.4%
Mississippi	South	1	1	1	1	0	4	0.6%
North Carolina	South	6	1	0	1	2	10	1.5%
South Carolina	South	1	0	1	0	0	2	0.3%
Tennessee	South	0	1	0	2	3	6	0.9%
Virginia	South	3	0	2	1	1	7	1.0%
West Virginia	South	1	1	0	1	0	3	0.4%
Total	South	17	11	9	8	13	58	8.4%
Arizona	Southwest	0	3	1	1	2	7	1.0%
Nevada	Southwest	0	0	1	2	2	5	0.7%
New Mexico	Southwest	4	3	7	6	7	27	3.9%
Texas	Southwest	7	4	2	5	4	22	3.2%
Total	Southwest	11	10	11	14	15	61	8.9%
California	West	16	9	17	13	11	66	9.6%
Total	West	16	9	17	13	11	66	9.6%
Alaska		2	3	1	0	2	8	1.2%
Hawaii		0	0	0	0	0	0	0.0%
Total		2	3	1	0	2	8	1.2%
Puerto Rico		0	0	0	0	1	1	0.1%
Total		0	0	0	0	1	1	0.1%
Totals		156	123	135	136	138	688	100.0%

**2002 Grants and Loans
Geographic Distribution**

State	Geographic Area	# of Applications	# of Grants	% of Grants	Grants \$	% of Grants	% Apps funded
Delaware	MidAtlantic/DC	0	0	0.0%	\$0	0.0%	0.0%
Maryland	MidAtlantic/DC	24	2	1.4%	\$2,500	0.8%	8.3%
New York	MidAtlantic/DC	126	15	10.9%	\$37,880	11.8%	11.9%
New Jersey	MidAtlantic/DC	19	1	0.7%	\$1,600	0.5%	5.3%
Pennsylvania	MidAtlantic/DC	51	5	3.6%	\$13,200	4.1%	9.8%
Washington D.C.	MidAtlantic/D.C.	31	3	2.2%	\$5,300	1.7%	9.7%
Total	MidAtlantic/DC	251	26	18.8%	\$60,480	18.8%	10.4%
Illinois	Midwest	48	7	5.1%	\$13,000	4.1%	14.6%
Indiana	Midwest	10	0	0.0%	\$0	0.0%	0.0%
Iowa	Midwest	5	1	0.7%	\$2,500	0.8%	20.0%
Kansas	Midwest	12	2	1.4%	\$3,500	1.1%	16.7%
Michigan	Midwest	36	1	0.7%	\$2,000	0.6%	2.8%
Minnesota	Midwest	16	0	0.0%	\$0	0.0%	0.0%
Missouri	Midwest	11	1	0.7%	\$3,000	0.9%	9.1%
Nebraska	Midwest	7	0	0.0%	\$0	0.0%	0.0%
North Dakota	Midwest	6	0	0.0%	\$0	0.0%	0.0%
Ohio	Midwest	32	5	3.6%	\$14,000	4.4%	15.6%
Oklahoma	Midwest	2	0	0.0%	\$0	0.0%	0.0%
South Dakota	Midwest	8	0	0.0%	\$0	0.0%	0.0%
Wisconsin	Midwest	24	3	2.2%	\$7,500	2.3%	12.5%
Total	Midwest	217	20	14.5%	\$45,500	14.2%	9.2%
Connecticut	Northeast	17	1	0.7%	\$1,500	0.5%	5.9%
Maine	Northeast	20	5	3.6%	\$14,500	4.5%	25.0%
Massachusetts	Northeast	118	14	10.1%	\$29,400	9.2%	11.9%
New Hampshire	Northeast	16	0	0.0%	\$0	0.0%	0.0%
Rhode Island	Northeast	8	2	1.4%	\$6,000	1.9%	25.0%
Vermont	Northeast	24	4	2.9%	\$9,500	3.0%	16.7%
Total	Northeast	203	26	18.8%	\$60,900	19.0%	12.8%
Colorado	Northwest	24	4	2.9%	\$7,200	2.2%	16.7%
Idaho	Northwest	9	2	1.4%	\$3,000	0.9%	22.2%
Montana	Northwest	16	5	3.6%	\$13,500	4.2%	31.3%
Oregon	Northwest	82	9	6.5%	\$21,000	6.5%	11.0%
Utah	Northwest	12	2	1.4%	\$4,000	1.2%	16.7%
Washington	Northwest	26	2	1.4%	\$4,500	1.4%	7.7%
Wyoming	Northwest	3	0	0.0%	\$0	0.0%	0.0%
Total	Northwest	172	24	17.4%	\$53,200	16.6%	14.0%

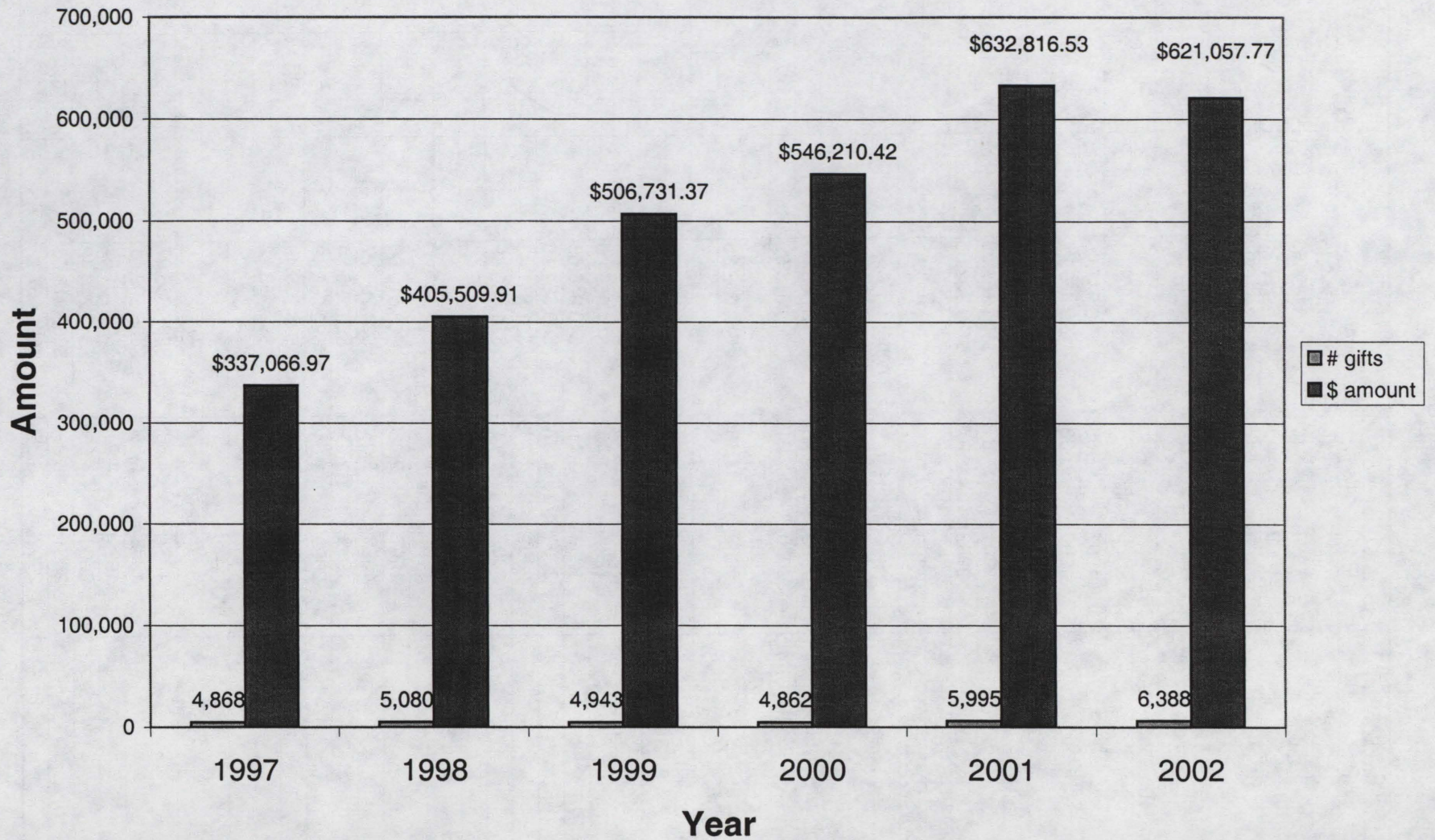
**2002 Grants and Loans
Geographic Distribution**

State	Geographic Area	# of Applications	# of Grants	% of Grants	Grants \$	% of Grants	% Apps funded
Alabama	South	8	0	0.0%	\$0	0.0%	0.0%
Arkansas	South	3	1	0.7%	\$1,500	0.5%	33.3%
Florida	South	28	4	2.9%	\$8,500	2.6%	14.3%
Georgia	South	28	0	0.0%	\$0	0.0%	0.0%
Kentucky	South	7	2	1.4%	\$6,000	1.9%	28.6%
Louisiana	South	8	0	0.0%	\$0	0.0%	0.0%
Mississippi	South	5	0	0.0%	\$0	0.0%	0.0%
North Carolina	South	26	2	1.4%	\$3,500	1.1%	7.7%
South Carolina	South	2	0	0.0%	\$0	0.0%	0.0%
Tennessee	South	21	3	2.2%	\$7,500	2.3%	14.3%
Virginia	South	18	1	0.7%	\$3,000	0.9%	5.6%
West Virginia	South	3	0	0.0%	\$0	0.0%	0.0%
Total	South	157	13	9.4%	\$30,000	9.3%	8.3%
Arizona	Southwest	20	2	1.4%	\$4,000	1.2%	10.0%
Nevada	Southwest	5	2	1.4%	\$6,000	1.9%	40.0%
New Mexico	Southwest	24	7	5.1%	\$18,000	5.6%	29.2%
Texas	Southwest	39	4	2.9%	\$6,800	2.1%	10.3%
Total	Southwest	88	15	10.9%	\$34,800	10.8%	17.0%
California	West	145	11	8.0%	\$28,000	8.7%	7.6%
Total	West	145	11	8.0%	\$28,000	8.7%	7.6%
Alaska		6	2	1.4%	\$5,000	1.6%	33.3%
Hawaii		3	0	0.0%	\$0	0.0%	0.0%
Total		9	2	1.4%	\$5,000	1.6%	22.2%
Puerto Rico		3	1	0.7%	\$3,000	0.9%	33.3%
Total		3	1	0.7%	\$3,000	0.9%	33.3%
Totals		1245	138	100.0%	\$320,880	100.0%	11.1%

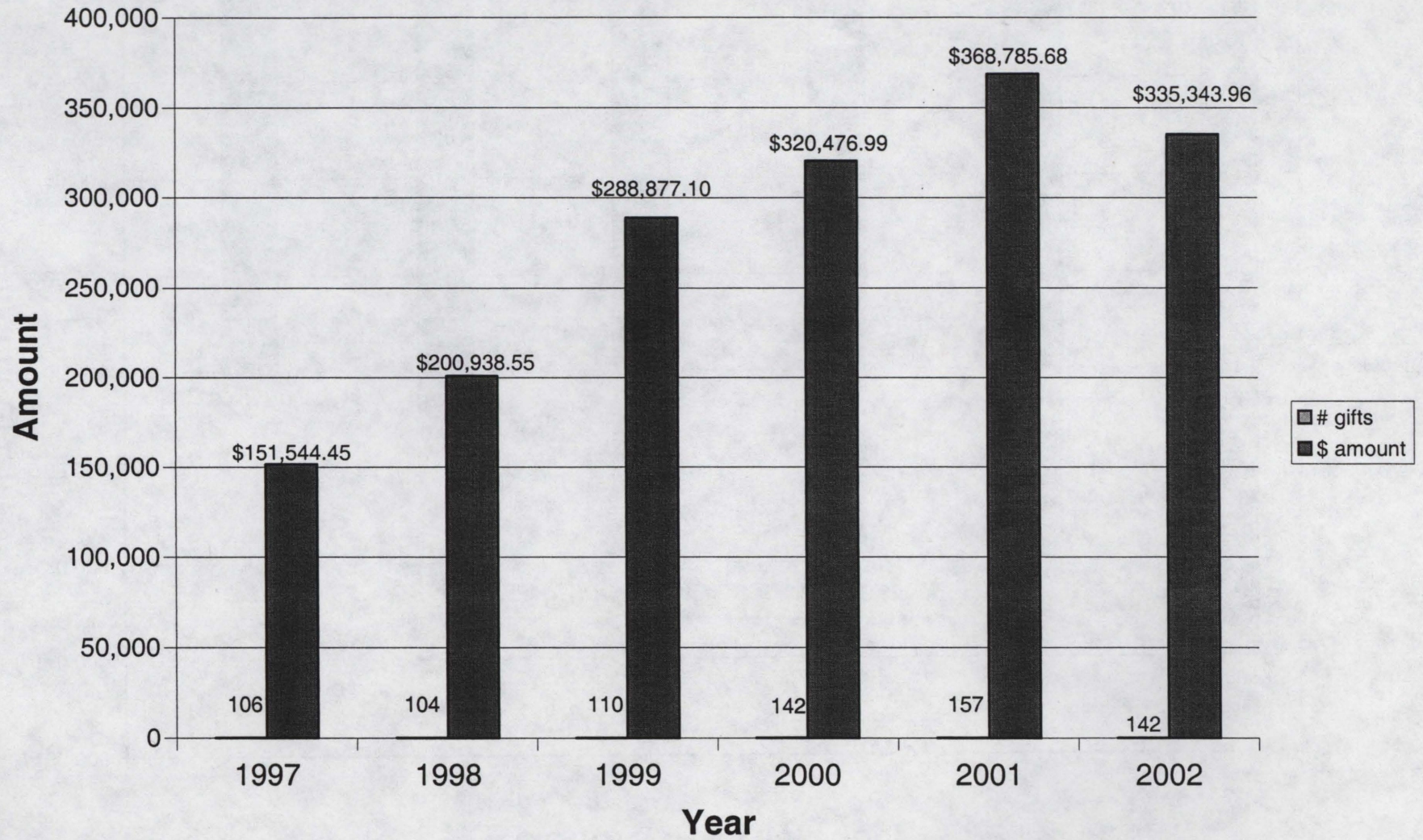
Donations by Giving Level
1997-2002

Donors of \$500 or more						
		# gifts	\$ amount		#gifts	\$ amount
	1997	106	\$151,544.45			
	1998	104	\$200,938.55			
	1999	110	\$288,877.10			
	2000	142	\$320,476.99			
	2001	157	\$368,785.68		164	\$404,385.68
	2002	142	\$335,343.96			
Donors of \$100-\$500						
		# gifts	\$ amount			
	1997	558	\$80,917.00			
	1998	631	\$92,469.74			
	1999	696	\$105,043.67			
	2000	784	\$116,085.95			
	2001	845	\$124,367.93		874	\$128,917.93
	2002	970	\$139,902.65			
Donors of \$50 - \$100						
		# gifts	\$ amount			
	1997	749	\$40,791.72			
	1998	841	\$45,854.55			
	1999	902	\$49,568.50			
	2000	913	\$49,816.89			
	2001	1,132	\$61,206.00		1,152	\$62,323.25
	2002	1,161	\$62,292.35			
Donors of \$25-50						
		# gifts	\$ amount			
	1997	1,417	\$40,203.80			
	1998	1,452	\$41,955.80			
	1999	1,418	\$40,946.56			
	2000	1,374	\$39,564.10			
	2001	1,768	\$51,551.43		1,799	\$52,381.43
	2002	1,741	\$51,185.69			
Donors of less than \$25						
		# gifts	\$ amount			
	1997	2,038	\$23,610.00			
	1998	2,052	\$24,291.27			
	1999	1,817	\$22,295.54			
	2000	1,649	\$20,266.49			
	2001	2,093	\$26,905.49		2,113	\$27,152.49
	2002	2,375	\$32,333.12			
All Donations						
		# gifts	\$ amount			
	1997	4,868	\$337,066.97			
	1998	5,080	\$405,509.91			
	1999	4,943	\$506,731.37			
	2000	4,862	\$546,210.42			
	2001	5,995	\$632,816.53		6,102	\$675,160.78
	2002	6,388	\$621,057.77			

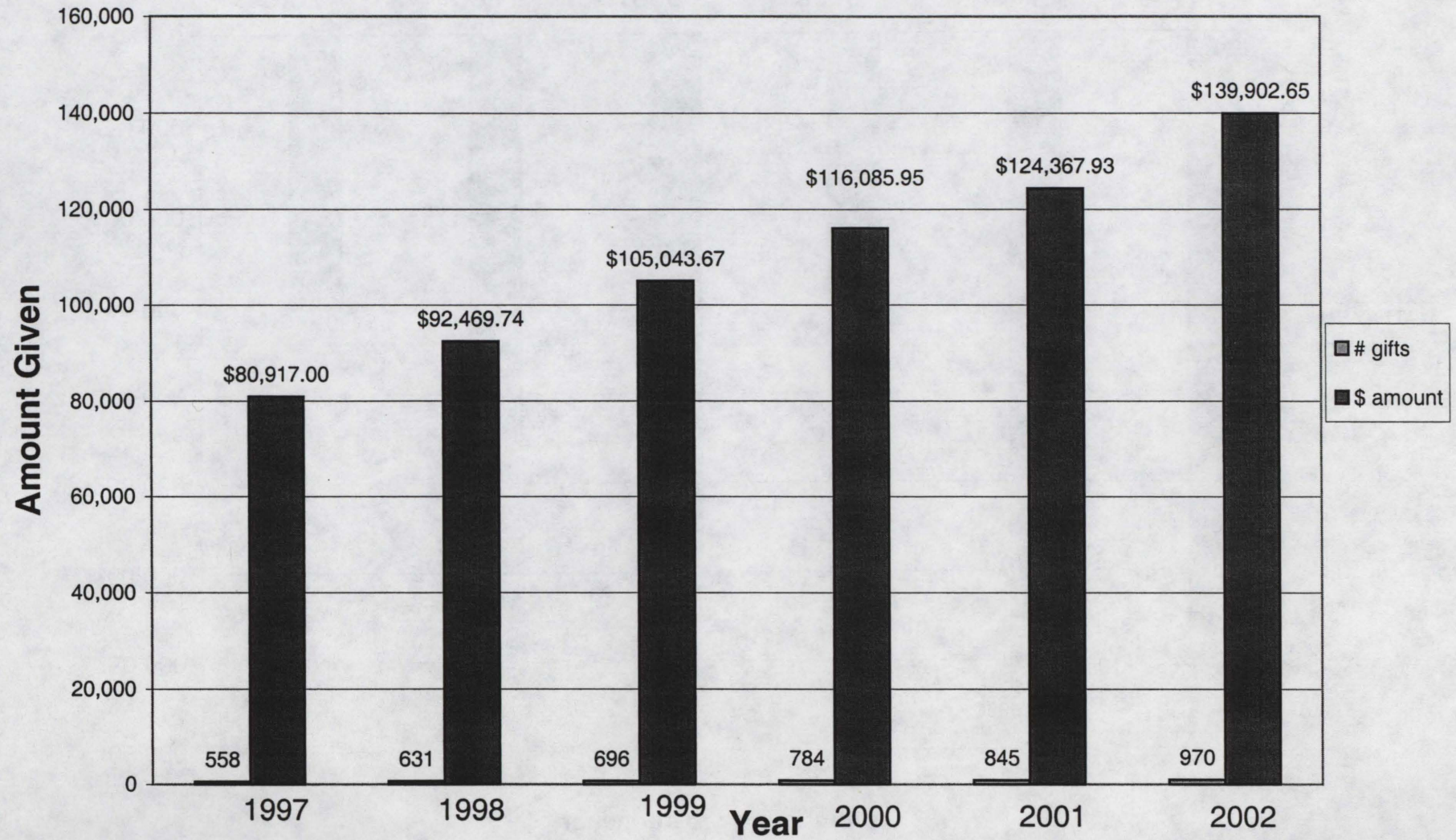
All Donations



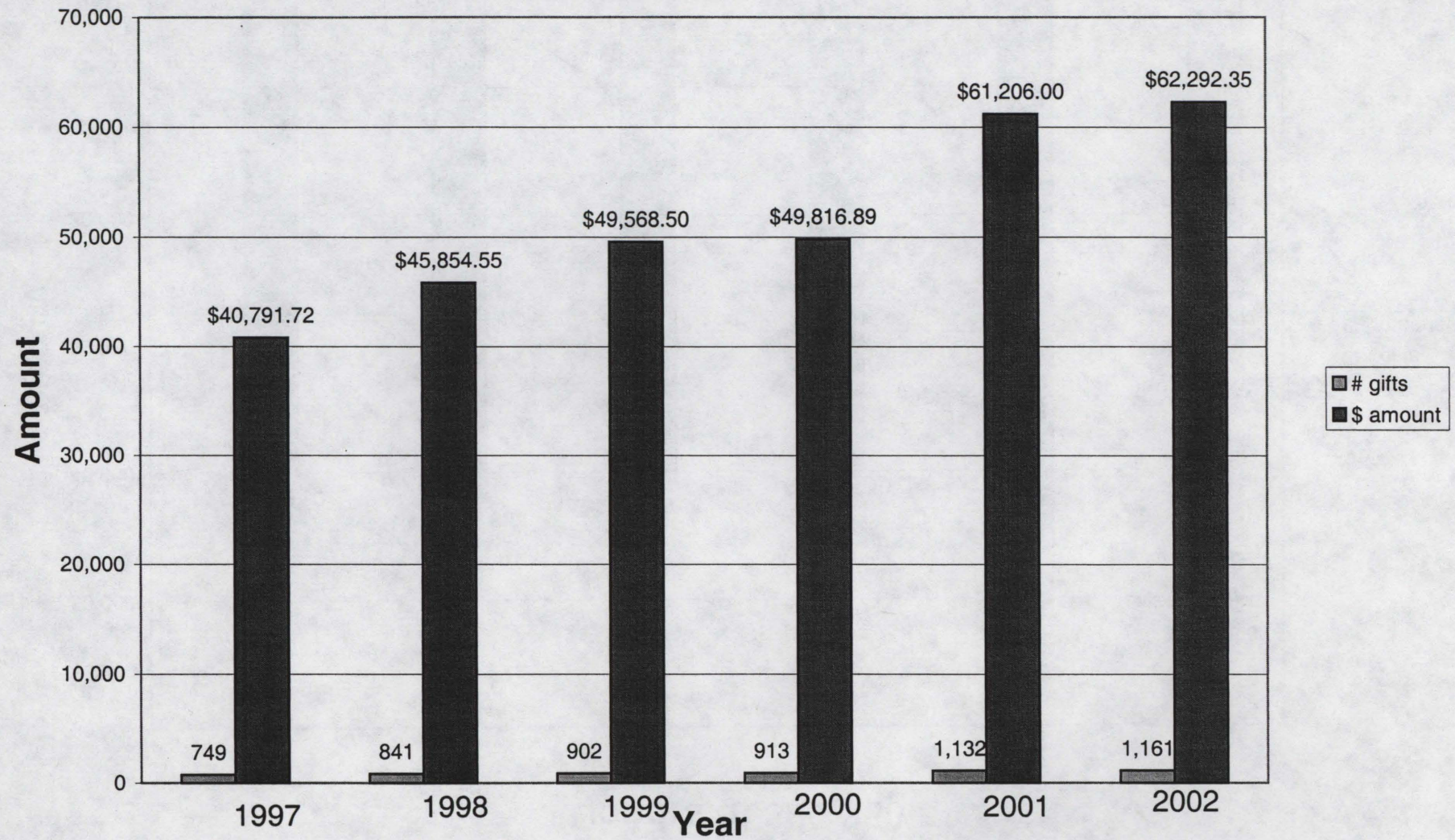
Donations of \$500 or more



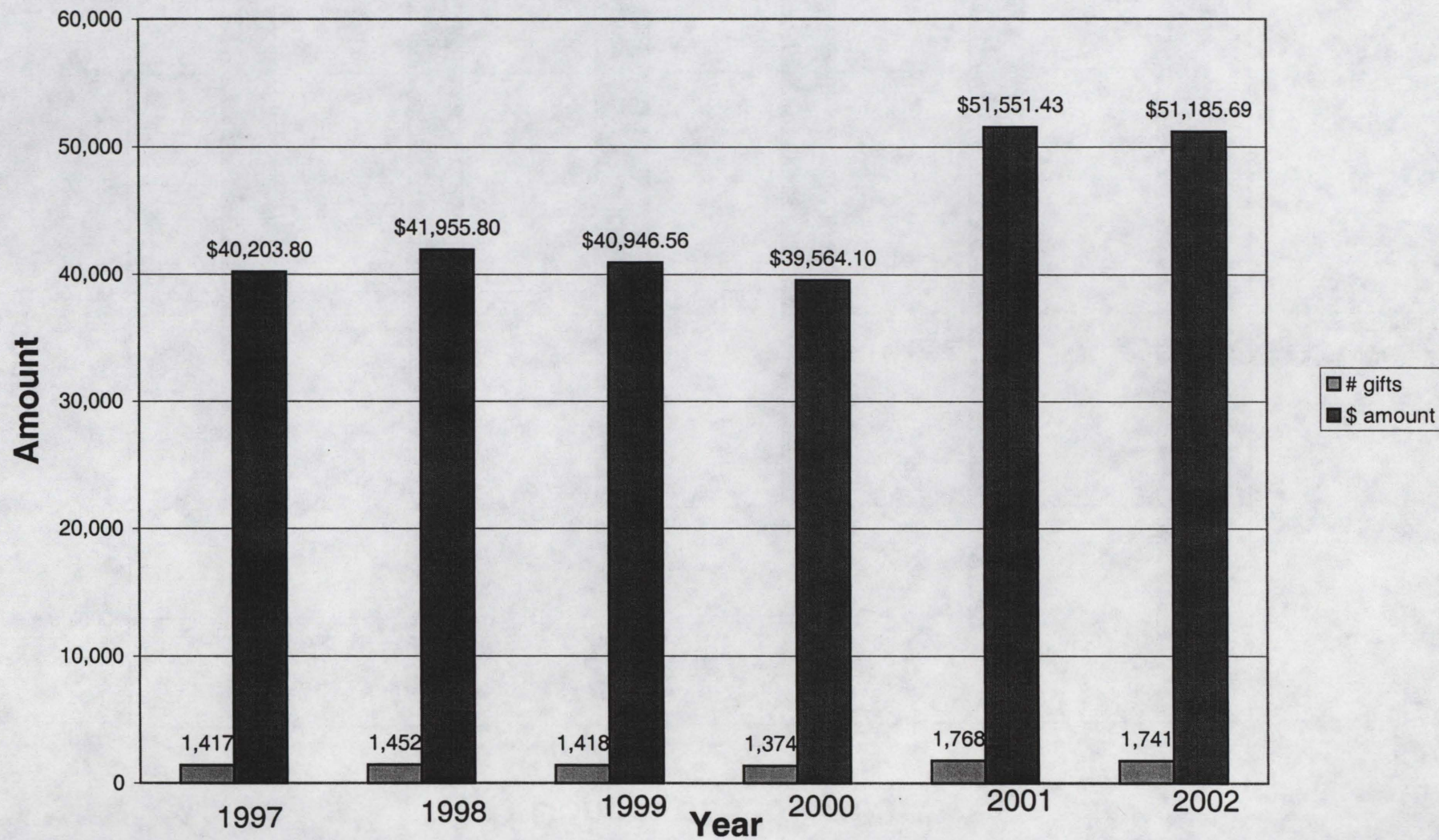
Donors of \$100-\$500



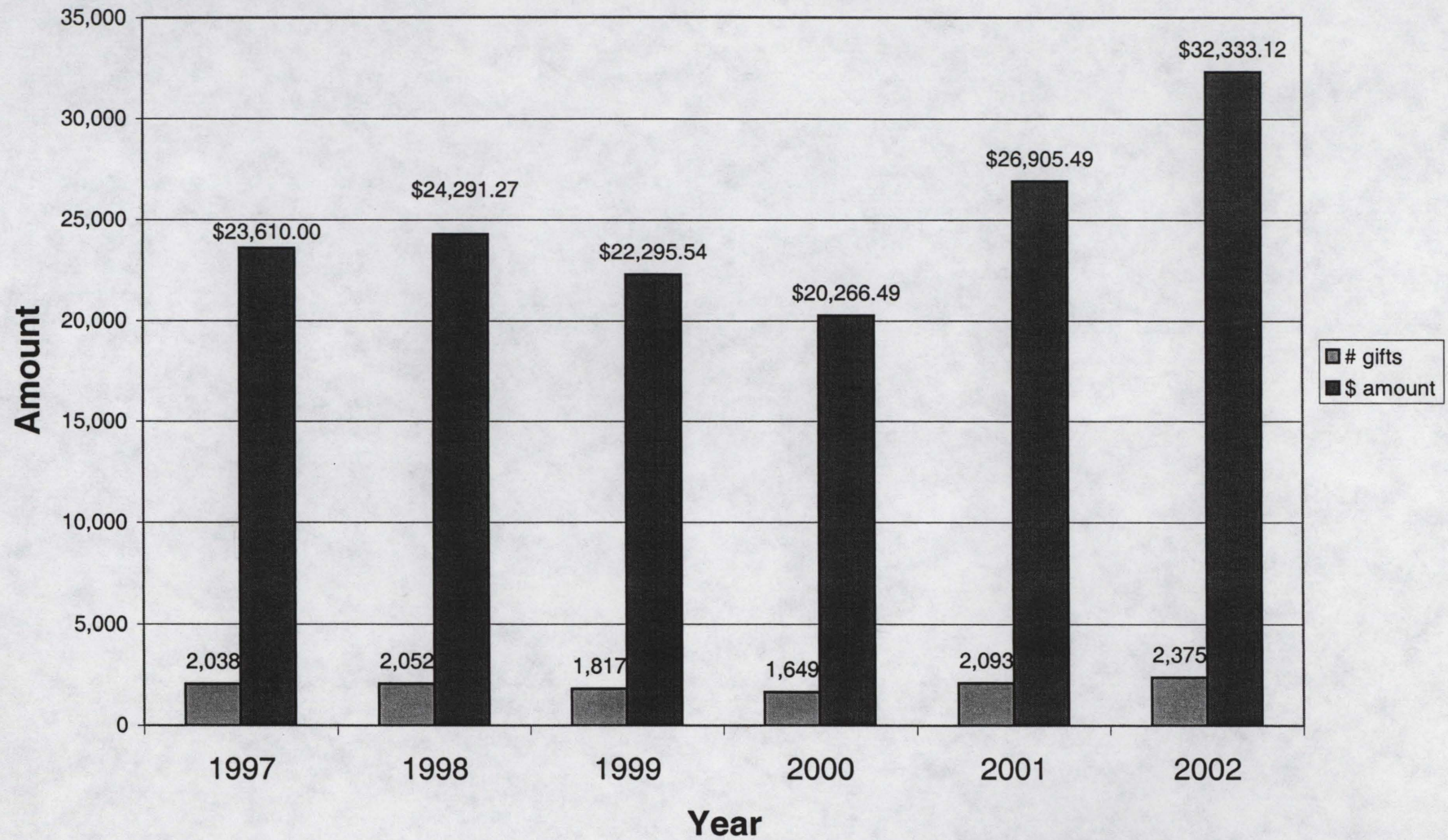
Donors of \$50- \$100



Donors of \$25-\$50



Donors of Less than \$25



Outline for February Program Discussion

I. Next Steps following December 2002 Board Meeting:

- *Consider Conference proposal:* Find out who is doing conferences like this. Identify funders to fund this conference. Connect this plan to survey results.
- *Review web/newsletter content*
- *Consider reactivating Resist Speakers Bureau*
- *Consider an e-newsletter*
- *Consider increasing our level of networking with other local and national funders to maximize leverage and inform our own grantmaking*
- *Consider placing a priority on outreach to potential grantees on particular topics or in particular places*

Other possible activities:

-
-
-

II Guideline questions for thinking about those activities:

1. How would this activity serve the mission of Resist?
2. What are the most important needs of our grantees? How do these proposed activities address them? How does the survey help us answer this question?
3. What are the most important needs of the movement?
4. What is Resist's capacity?
5. What changes could/should we make to our work?

III. Charges/ Implications for Committees:

End of the Year Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/02-12/31/02):

Big Picture:

(refer to Balance Sheet- A)

Assets:

Total assets look down (in comparison to FY01) about \$106,330

Cambridge Trust Account shows a negative balance of \$4,468. This figure reflects outstanding checks that were more than 6 months old at the time that account was closed (these checks are no longer valid). Judy (our bookkeeper) is waiting for Linda Smith (our auditor) to reconcile these checks during the audit process.

Stock Assets are down about \$96,000 (~32%) as a result of stock prices in the particular investment funds (see page 3):

- Domini Social Equity** is down about \$65,583 (~ 54%)
- Citizen's Index, Neuberger Berman, Women's Equity, and Calvert Balanced Fund** are each down between \$1,000-4,000 (~ 23%, 8%, 15% and 13% respectively)
- Calvert Bond Fund** is up \$3,000 (~5%)
- The \$25,000 drop in **Schwab One** represents internal money transfers

12 Month Income and Expense levels (Month End December 31,2002) (FY 2001 compared to FY 2002- refer to Board Report- B):

Revenue:

Total Revenue 2002 Y-T-D is about \$24,222 less than 2001 Y-T-D (\$578,360 vs. \$602,582) and \$65,525 less than budgeted for 2002 (\$578,360 vs. \$643,885) (see page one). This difference can be explained in part by the following factors:

- Prospect mailing contributions** are down about \$11,000 from 2001 and \$2,400 under budget. (See page one)
- Special Contributions** are down about \$36,000 from 2001 and \$20,000 under budget. (See page two)
 - \$5,000 reflects the loss of a contribution by George Salzman (\$5,000 under budget).
 - \$9,600 reflects the decrease in the number and valuation of stock gifts (\$18,000 under 2002 budget).
 - \$59,000 reflects a change in amount of unsolicited gifts (\$46,000 under budget).

These are balanced by the \$38,000 increase in foundation gifts (\$49,000 over budget).

- Income from Investments** is down about \$17,000 due to the falling stock market (\$46,000 under budget) (see page one).

The above drops in income result in a \$64,000 difference between 2002 Y-T-D and 2001 Y-T-D. However, this is partially made up by the following areas that show an improvement over 2001:

-**Internal Mailing Contributions** (Pledge, ABC, and *Newsletter*) are up about \$37,000 (see page two). Of that, \$6,000 is attributed to increases in pledge contributions (\$4,000 under budget), \$25,000 to an increase in *Newsletter* contributions (\$3,000 over budget), and \$6,000 in ABC mailing contributions (\$5,000 under budget).

-**Other Income** is up about \$3,000 mostly due to T-shirt sales (On target for 2002 budget) (see page two).

*Note: December 2002 brought in about \$18,000 more than December 2001 (\$213,000 vs. \$195,000).

The \$40,000 increase from these two categories offsets the \$64,000 decrease, accounting for the \$24,000 difference between 2002 Y-T-D and 2001 Y-T-D.

Expenses:

Total expenses 2002 Y-T-D are about \$44,500 over 2001 Y-T-D and \$12,066 under 2002 Budget.

Costs are below 2001 Y-T-D in the following area:

-**Prospect mailing costs** are down about \$4,000 from 2001 (\$5,000 over budget) (see page one). (*Note: Due to an over-billing error, this amount is \$6,000 over actual expenses- the reimbursement check reallocation will be reflected in the audited statements bringing **Prospect mailing costs** under budget)

-**Personnel Costs** are down \$4,000 from 2001 (\$12,000 under budget) (see page one).

Costs are essentially static for **Pledge mailing costs** and **ABC mailing costs** (a combined \$3,000 under budget).

Costs are \$11,000 above 2001 as expected in **Newsletter costs** due to increases in printing, mailhouse and postage costs (\$4,000 over budget) (see page three).

Grants Spending is up \$32,213 over 2001 Y-T-D and \$29,000 over budget in **Grants** spending (see page one).

Increases in general and administrative costs (see page four):

-**Health Insurance, Rent, Occupancy, Telephone and Office Supplies** all show a relative increase over 2001 Y-T-D due to price increases.

-**Office Postage** is up about \$1,500 reflecting price increases and the costs of mailing T-shirts.

-**Brochure costs** reflect that a new brochure was developed and printed this year rather than last year.

-**Minor Office Equipment costs** are up \$3,700 reflecting the costs of a new computer, DSL wiring and equipment, and new file cabinets.

Total increases for the above general and administrative costs ~ \$8,000 over 2001 (\$30,000 under budget).

The combined \$24,000 decrease in income and the \$44,500 increase in expenses result in the \$68,500 difference between 2002 Y-T-D and 2001 Y-T-D.

***REMINDER:** These numbers will look slightly different after the audit process as some costs for 2003 were paid in 2002 and vice versa.

GRANTS 2002 Breakdown

Meeting	# Grants	# Funded	%	MY Grants	Grants	# E.G.s	E.G.	# Loans	Loans	NWTRCC	Total	Total
January										\$570.00	\$570.00	0
February	36	12	33.3%	\$0.00	\$30,500.00	1	\$300.00	0	\$0.00	\$0.00	\$30,800.00	13
March										\$47.50	\$47.50	0
April	68	30	44.1%	\$12,000.00	\$60,100.00	0	\$0.00	1	\$3,000.00	\$0.00	\$75,100.00	31
May										\$380.00	\$380.00	0
June	60	25	41.7%	\$9,000.00	\$53,000.00	0	\$0.00	0	\$0.00	\$0.00	\$62,000.00	25
July										\$2,313.25	\$2,313.25	0
August	58	23	39.7%	\$9,000.00	\$46,580.00	1	\$300.00	0	\$0.00	\$0.00	\$55,880.00	24
September										\$427.50	\$427.50	0
October	86	25	29.1%	\$15,000.00	\$43,500.00	0	\$0.00	0	\$0.00	\$142.50	\$58,642.50	25
November										\$684.00	\$684.00	0
December	52	18	34.6%	\$6,000.00	\$32,000.00	2	\$600.00	0	\$0.00	\$7,011.00	\$45,611.00	20
Total	360	133	36.9%	\$51,000.00	\$265,680.00	4	\$1,200.00	1	\$3,000.00	\$11,575.75	\$332,455.75	138

Resist Grants By Category 2002

Category	# of Grants	% of Grants	Grant \$\$	% of Grant \$\$
Africa/Asia/International	4	2.9%	\$11,000.00	3.4%
Central, Latin America and the Caribbean	5	3.6%	\$13,000.00	4.1%
Community Organizing/Anti-Racism	26	18.8%	\$55,600.00	17.3%
Economic Justice	11	8.0%	\$21,500.00	6.7%
Environmental	13	9.4%	\$36,500.00	11.4%
Gay/Lesbian/Bisexual	4	2.9%	\$9,200.00	2.9%
Health/AIDS/Disability	2	1.4%	\$4,500.00	1.4%
Labor	15	10.9%	\$33,100.00	10.3%
Media/Culture	7	5.1%	\$14,200.00	4.4%
Middle East	5	3.6%	\$10,880.00	3.4%
Native American	1	0.7%	\$1,500.00	0.5%
Peace/Anti-Militarism	16	11.6%	\$36,600.00	11.4%
Prisoners	5	3.6%	\$11,500.00	3.6%
Women	8	5.8%	\$23,800.00	7.4%
Youth	16	11.6%	\$38,000.00	11.8%
Totals	138	100.0%	\$320,880.00	100.0%
NWTRCC	1			
Grand Total	139		\$320,880.00	

**2002 Grants and Loans
Geographic Distribution**

State	Geographic Area	# of Applications	% of Applications	# of Grants	% of Grants	Grants \$	% of Grants	% Apps fund
Delaware	MidAtlantic/DC	0	0.0%	0	0.0%	\$0	0.0%	0.0%
Maryland	MidAtlantic/DC	24	17.4%	2	1.4%	\$2,500	0.8%	8.3%
New York	MidAtlantic/DC	126	91.3%	15	10.9%	\$37,880	11.8%	11.9%
New Jersey	MidAtlantic/DC	19	13.8%	1	0.7%	\$1,600	0.5%	5.3%
Pennsylvania	MidAtlantic/DC	51	37.0%	5	3.6%	\$13,200	4.1%	9.8%
Washington D.C.	MidAtlantic/D.C.	31	22.5%	3	2.2%	\$5,300	1.7%	9.7%
Total	MidAtlantic/DC	251	181.9%	26	18.8%	\$60,480	18.8%	10.4%
Illinois	Midwest	48	34.8%	7	5.1%	\$13,000	4.1%	14.6%
Indiana	Midwest	10	7.2%	0	0.0%	\$0	0.0%	0.0%
Iowa	Midwest	5	3.6%	1	0.7%	\$2,500	0.8%	20.0%
Kansas	Midwest	12	8.7%	2	1.4%	\$3,500	1.1%	16.7%
Michigan	Midwest	36	26.1%	1	0.7%	\$2,000	0.6%	2.8%
Minnesota	Midwest	16	11.6%	0	0.0%	\$0	0.0%	0.0%
Missouri	Midwest	11	8.0%	1	0.7%	\$3,000	0.9%	9.1%
Nebraska	Midwest	7	5.1%	0	0.0%	\$0	0.0%	0.0%
North Dakota	Midwest	6	4.3%	0	0.0%	\$0	0.0%	0.0%
Ohio	Midwest	32	23.2%	5	3.6%	\$14,000	4.4%	15.6%
Oklahoma	Midwest	2	1.4%	0	0.0%	\$0	0.0%	0.0%
South Dakota	Midwest	8	5.8%	0	0.0%	\$0	0.0%	0.0%
Wisconsin	Midwest	24	17.4%	3	2.2%	\$7,500	2.3%	12.5%
Total	Midwest	217	157.2%	20	14.5%	\$45,500	14.2%	9.2%
Connecticut	Northeast	17	12.3%	1	0.7%	\$1,500	0.5%	5.9%
Maine	Northeast	20	14.5%	5	3.6%	\$14,500	4.5%	25.0%
Massachusetts	Northeast	118	85.5%	14	10.1%	\$29,400	9.2%	11.8%
New Hampshire	Northeast	16	11.6%	0	0.0%	\$0	0.0%	0.0%
Rhode Island	Northeast	8	5.8%	2	1.4%	\$6,000	1.9%	25.0%
Vermont	Northeast	24	17.4%	4	2.9%	\$9,500	3.0%	16.7%
Total	Northeast	203	147.1%	26	18.8%	\$60,900	19.0%	12.8%
Colorado	Northwest	24	17.4%	4	2.9%	\$7,200	2.2%	16.7%
Idaho	Northwest	9	6.5%	2	1.4%	\$3,000	0.9%	22.2%
Montana	Northwest	16	11.6%	5	3.6%	\$13,500	4.2%	31.3%
Oregon	Northwest	82	59.4%	9	6.5%	\$21,000	6.5%	11.0%
Utah	Northwest	12	8.7%	2	1.4%	\$4,000	1.2%	16.7%
Washington	Northwest	26	18.8%	2	1.4%	\$4,500	1.4%	7.7%
Wyoming	Northwest	3	2.2%	0	0.0%	\$0	0.0%	0.0%
Total	Northwest	172	124.6%	24	17.4%	\$53,200	16.6%	14.0%

**2002 Grants and Loans
Geographic Distribution**

State	Geographic Area	# of Applications	% of Applications	# of Grants	% of Grants	Grants \$	% of Grants	% Apps funded
Alabama	South	8	5.8%	0	0.0%	\$0	0.0%	0.0%
Arkansas	South	3	2.2%	1	0.7%	\$1,500	0.5%	33.3%
Florida	South	28	20.3%	4	2.9%	\$8,500	2.6%	14.3%
Georgia	South	28	20.3%	0	0.0%	\$0	0.0%	0.0%
Kentucky	South	7	5.1%	2	1.4%	\$6,000	1.9%	28.6%
Louisiana	South	8	5.8%	0	0.0%	\$0	0.0%	0.0%
Mississippi	South	5	3.6%	0	0.0%	\$0	0.0%	0.0%
North Carolina	South	26	18.8%	2	1.4%	\$3,500	1.1%	7.7%
South Carolina	South	2	1.4%	0	0.0%	\$0	0.0%	0.0%
Tennessee	South	21	15.2%	3	2.2%	\$7,500	2.3%	14.3%
Virginia	South	18	13.0%	1	0.7%	\$3,000	0.9%	5.6%
West Virginia	South	3	2.2%	0	0.0%	\$0	0.0%	0.0%
Total	South	157	113.8%	13	9.4%	\$30,000	9.3%	8.3%
Arizona	Southwest	20	14.5%	2	1.4%	\$4,000	1.2%	10.0%
Nevada	Southwest	5	3.6%	2	1.4%	\$6,000	1.9%	40.0%
New Mexico	Southwest	24	17.4%	7	5.1%	\$18,000	5.6%	29.2%
Texas	Southwest	39	28.3%	4	2.9%	\$6,800	2.1%	10.3%
Total	Southwest	88	63.8%	15	10.9%	\$34,800	10.8%	17.0%
California	West	145	105.1%	11	8.0%	\$28,000	8.7%	7.6%
Total	West	145	105.1%	11	8.0%	\$28,000	8.7%	7.6%
Alaska		6	4.3%	2	1.4%	\$5,000	1.6%	33.3%
Hawaii		3	2.2%	0	0.0%	\$0	0.0%	0.0%
Territories		9	6.5%	2	1.4%	\$5,000	1.6%	22.2%
Puerto Rico		3	2.2%	1	0.7%	\$3,000	0.9%	33.3%
Total		3	2.2%	1	0.7%	\$3,000	0.9%	33.3%
Totals		1245	902.2%	138	100.0%	\$320,880	100.0%	11.1%

RESIST GRANT ALLOCATIONS 1998 - 2002

Year	# Grants	# Funded	%	Grants	MY Grants	# E.G.s	E.G.	# Loans	Loans	NWTRCC	Total	Total
1998	269	148	55.0%	\$ 245,838.00	\$ -	7	2100	1	\$ 1,000.00	\$ 3,414.00	\$252,352.00	156
1999	235	119	50.6%	\$ 191,970.00	\$ 20,000.00	2	\$ 600.00	2	\$ 3,500.00	\$ 4,132.50	\$220,202.50	123
2000	266	127	47.7%	\$ 210,100.00	\$ 30,000.00	7	\$ 2,100.00	1	\$ 2,000.00	\$ 5,238.30	\$249,438.30	135
2001	308	129	41.9%	\$ 245,800.00	\$ 51,000.00	7	\$ 2,100.00	0	\$ -	\$ 2,859.50	\$301,759.50	136
2002	360	133	36.9%	\$ 265,680.00	\$ 51,000.00	4	\$ 1,200.00	1	\$ 3,000.00	\$ 11,575.75	\$332,455.75	138
Total	1438	656	45.6%	\$ 1,159,388.00	\$ 152,000.00	27	\$ 8,100.00	5	\$ 9,500.00	\$ 27,220.05	\$1,023,752.30	550

**Resist Grants and Loans
1998 - 2002**

Category	1998	1999	2000	2001	2002	Total	%
Africa/Asia/International	0	2	3	5	4	14	2%
Central, Latin America & the Caribbean	9	7	9	5	5	35	5%
Community Organizing/Anti-Racism	26	19	23	15	26	109	16%
Economic Justice	20	7	14	10	11	62	9%
Environmental	12	13	13	17	13	68	10%
Gay/Lesbian/Bisexual	10	3	7	2	4	26	4%
Health/AIDS/Disability	11	7	2	1	2	23	3%
Labor	19	12	12	10	15	68	10%
Media/Culture	6	8	11	5	7	37	5%
Middle East	4	4	2	5	5	20	3%
Native American	6	2	3	1	1	13	2%
Peace/Anti-Militarism	2	10	8	18	16	54	8%
Prisoners	11	13	14	18	5	61	9%
Women	7	5	7	13	8	40	6%
Youth	13	11	7	11	16	58	8%
Training	0	0	0	0	0	0	0%
Totals	156	123	135	136	138	688	100%

Grants and Loans Geographic Distribution

State	Geographic Area	1998	1999	2000	2001	2002	Totals	%
Delaware	MidAtlantic/DC	1	0	1	0	0	2	0.3%
Maryland	MidAtlantic/DC	5	1	1	0	2	9	1.3%
New York	MidAtlantic/DC	11	10	13	10	15	59	8.6%
New Jersey	MidAtlantic/DC	0	0	1	1	1	3	0.4%
Pennsylvania	MidAtlantic/DC	5	4	6	9	5	29	4.2%
Washington D.C.	MidAtlantic/D.C.	4	4	6	3	3	20	2.9%
Total	MidAtlantic/DC	26	19	28	23	26	122	17.7%
Illinois	Midwest	9	9	8	5	7	38	5.5%
Indiana	Midwest	1	1	0	0	0	2	0.3%
Iowa	Midwest	0	0	0	1	1	2	0.3%
Kansas	Midwest	2	4	3	2	2	13	1.9%
Michigan	Midwest	2	1	2	1	1	7	1.0%
Minnesota	Midwest	3	2	2	4	0	11	1.6%
Missouri	Midwest	5	4	2	5	1	17	2.5%
Nebraska	Midwest	0	0	3	1	0	4	0.6%
North Dakota	Midwest	0	0	0	0	0	0	0.0%
Ohio	Midwest	3	1	4	3	5	16	2.3%
Oklahoma	Midwest	0	0	0	0	0	0	0.0%
South Dakota	Midwest	1	0	1	0	0	2	0.3%
Wisconsin	Midwest	4	2	3	6	3	18	2.6%
Total	Midwest	30	24	28	28	20	130	18.9%
Connecticut	Northeast	1	1	4	3	1	10	1.5%
Maine	Northeast	3	3	2	6	5	19	2.8%
Massachusetts	Northeast	19	17	18	11	14	79	11.5%
New Hampshire	Northeast	3	1	1	0	0	5	0.7%
Rhode Island	Northeast	1	0	1	0	2	4	0.6%
Vermont	Northeast	4	1	2	4	4	15	2.2%
Total	Northeast	31	23	28	24	26	132	19.2%
Colorado	Northwest	3	5	2	4	4	18	2.6%
Idaho	Northwest	0	2	0	3	2	7	1.0%
Montana	Northwest	4	3	2	3	5	17	2.5%
Oregon	Northwest	11	12	6	11	9	49	7.1%
Utah	Northwest	3	0	1	2	2	8	1.2%
Washington	Northwest	2	2	2	2	2	10	1.5%
Wyoming	Northwest	0	0	0	1	0	1	0.1%
Total	Northwest	23	24	13	26	24	110	16.0%

**Grants and Loans
Geographic Distribution**

State	Geographic Area	1998	1999	2000	2001	2002	Totals	%
Alabama	South	0	0	0	0	0	0	0.0%
Arkansas	South	0	2	0	0	1	3	0.4%
Florida	South	1	2	2	1	4	10	1.5%
Georgia	South	1	1	2	1	0	5	0.7%
Kentucky	South	1	1	1	0	2	5	0.7%
Louisiana	South	2	1	0	0	0	3	0.4%
Mississippi	South	1	1	1	1	0	4	0.6%
North Carolina	South	6	1	0	1	2	10	1.5%
South Carolina	South	1	0	1	0	0	2	0.3%
Tennessee	South	0	1	0	2	3	6	0.9%
Virginia	South	3	0	2	1	1	7	1.0%
West Virginia	South	1	1	0	1	0	3	0.4%
Total	South	17	11	9	8	13	58	8.4%
Arizona	Southwest	0	3	1	1	2	7	1.0%
Nevada	Southwest	0	0	1	2	2	5	0.7%
New Mexico	Southwest	4	3	7	6	7	27	3.9%
Texas	Southwest	7	4	2	5	4	22	3.2%
Total	Southwest	11	10	11	14	15	61	8.9%
California	West	16	9	17	13	11	66	9.6%
Total	West	16	9	17	13	11	66	9.6%
Alaska		2	3	1	0	2	8	1.2%
Hawaii		0	0	0	0	0	0	0.0%
Total		2	3	1	0	2	8	1.2%
Puerto Rico		0	0	0	0	1	1	0.1%
Total		0	0	0	0	1	1	0.1%
Totals		156	123	135	136	138	688	100.0%

a call to

RESIST

illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144

(617) 623-5110 / www.resistinc.org

February 6, 2003

Board of Directors

Nikhil Aziz
Robin Carton
Pam Chamberlain
Ty dePass
Leila Farsakh
Becca Howes-Mischel
Kay Mathew
Marc S. Miller
Henry Rosemont, Jr.
Carol Schachet
Abby Scher

To: RESIST Board of Directors
From: Carol
RE: 2002 Fund Raising Mailings

For an analysis of the past year's fund raising I want to bring to your attention the attached Charts of Giving 1997-2002. The graphs show the change in overall giving and giving within certain funding ranges between 1997 and 2002.

Overall, we can see a steady rise in donations along all categories between 1997 and 2001, particularly in large gifts. However, last year we realized our first decrease in overall dollars contributed, although the total number of gifts increased.

Compared to FY2001, last year saw an increase in the following donation categories: gifts less than \$25; gifts between \$50 and \$100; and gifts of \$100-500. During the same time period, major gifts over \$500 dropped, as did overall dollar amount given. Gifts between \$25-50 stayed relatively constant.

In a nutshell, these data tell us a couple of important things:

1. As has been experienced throughout the charitable sector, the size of large gifts is decreasing. Because fund raising is based on a "pyramid" model in which the few donors at the top of the pyramid give a large portion of the overall funds, this drop in major gifts impacted the whole donation income graph.

2. Although the dollar amount of all donations was less in FY2002 than FY2001, the number of gifts increased by more than a gift a day. This is due to a steady Prospect Mailing program and consistent in-house supporters. The bread-and-butter donors of RESIST remain involved and intent on supporting the work.

Based on only a one-year slip in major giving, I hesitate to make any conclusions. However, it seems clear that the economic uncertainty and volatility that has affected many foundations and nonprofits has also affected our major givers to some extent. While these are only a couple of handfuls of contributors, they represent sizable gifts. At this time, I do not recommend any special process to shore up these donors because it is unclear how their pattern of giving may be changing. I will, however, spend appropriate attention on remaining in contact with RESIST's top 50 contributors with updates and notes of thanks.

Board of Advisors

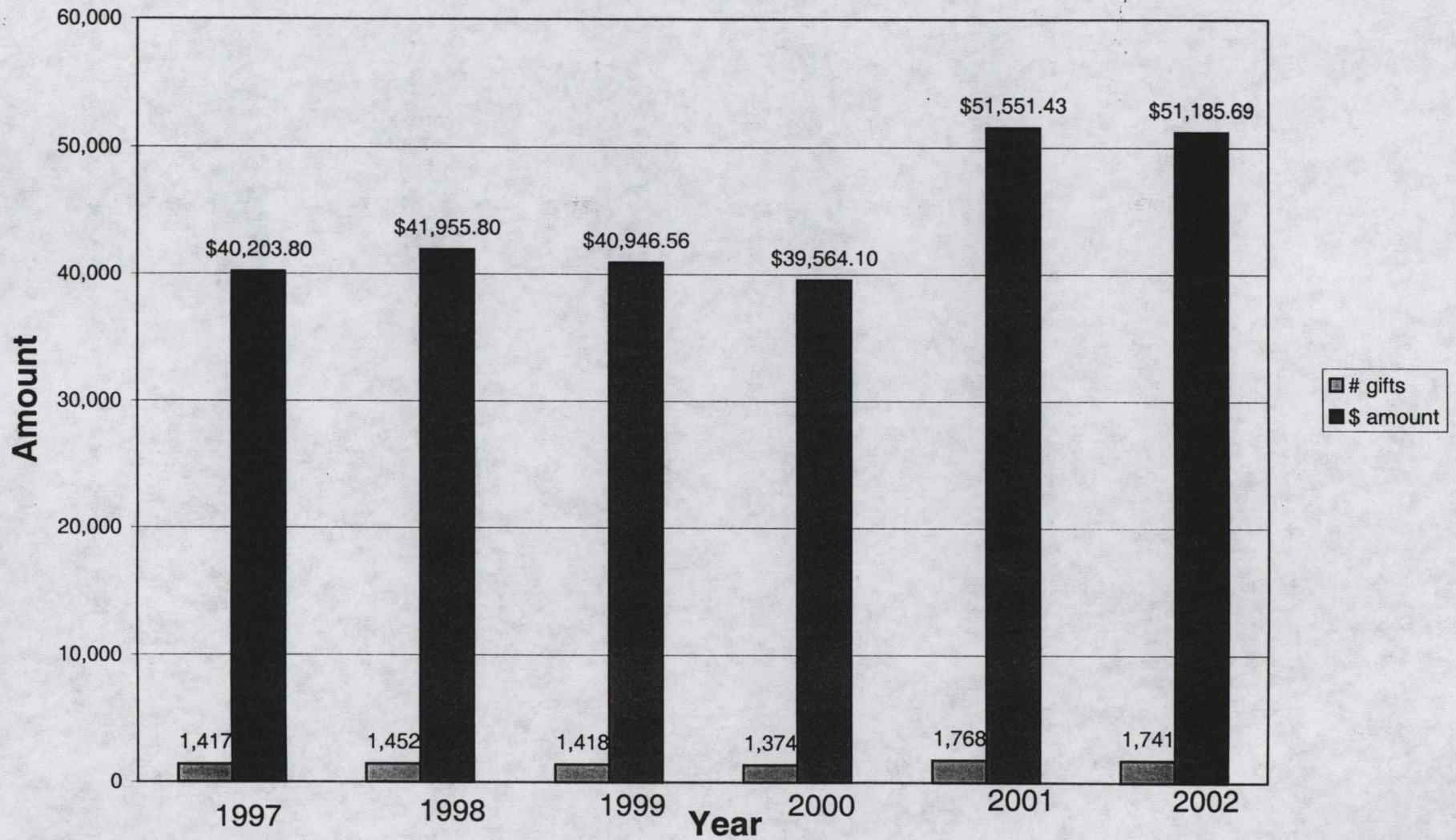
Frank Brodhead
Bell Chevigny
Noam Chomsky*
Kate Cloud
Tess Ewing
Norm Fruchter
Rena Gray
Frank Joyce
Hans Koning*
Paul Lauter*
June Lee
Penn Loh
Amanda Matos-González
Richard Ohmann*
Wayne O'Neil*
Carlos Otero
Grace Paley
Roxanna Pastor
Merble Reagon
Cheryl Smith
Amy Swerdlow
George Vickers
Nancy Wechsler
Fran White

** founding members*

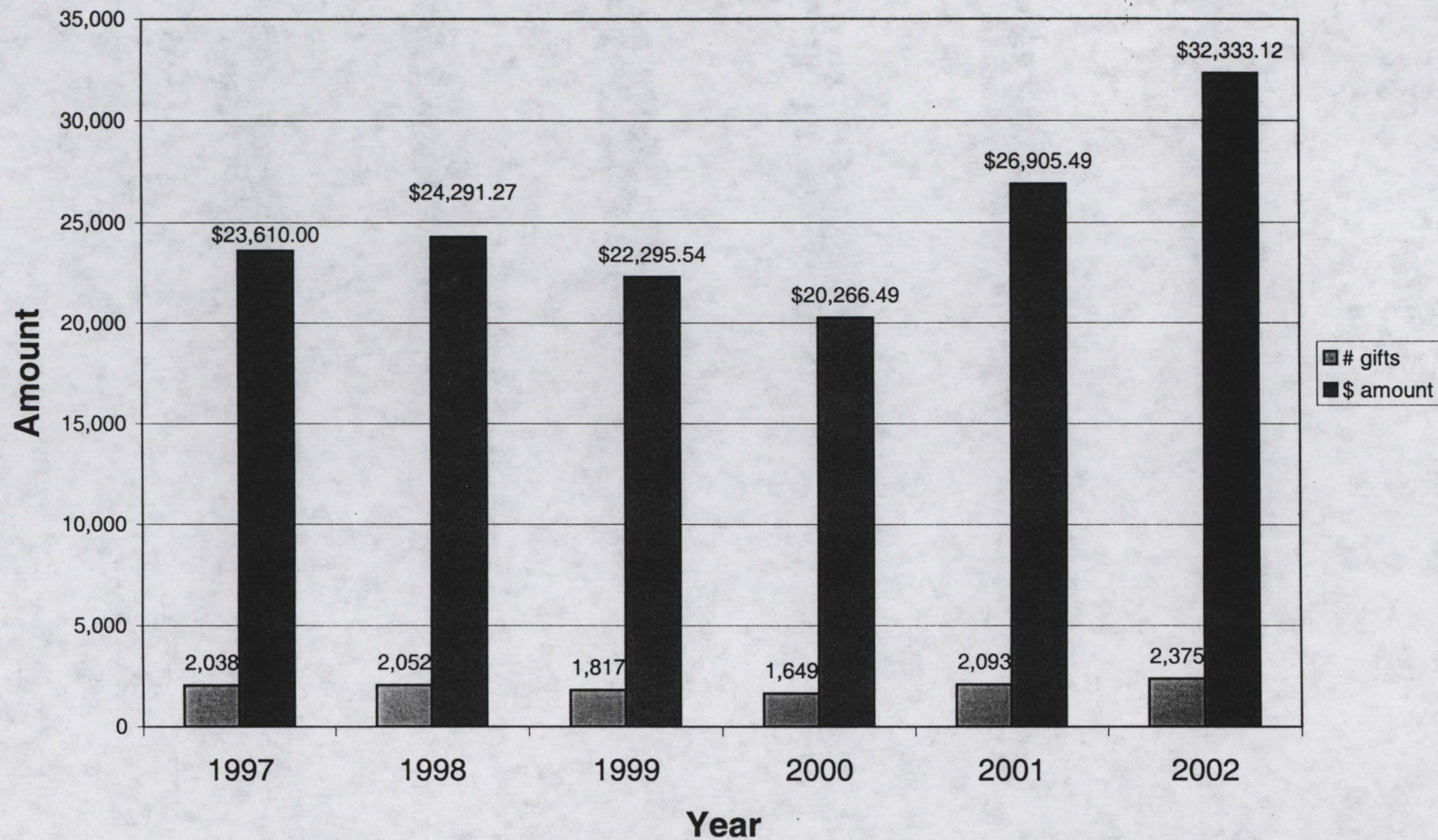
Donations by Giving Level
1997-2002

Donors of \$500 or more					
		# gifts	\$ amount		
				#gifts	\$ amount
	1997	106	\$151,544.45		
	1998	104	\$200,938.55		
	1999	110	\$288,877.10		
	2000	142	\$320,476.99		
	2001	157	\$368,785.68	164	\$404,385.68
	2002	142	\$335,343.96		
Donors of \$100-\$500					
		# gifts	\$ amount		
	1997	558	\$80,917.00		
	1998	631	\$92,469.74		
	1999	696	\$105,043.67		
	2000	784	\$116,085.95		
	2001	845	\$124,367.93	874	\$128,917.93
	2002	970	\$139,902.65		
Donors of \$50 - \$100					
		# gifts	\$ amount		
	1997	749	\$40,791.72		
	1998	841	\$45,854.55		
	1999	902	\$49,568.50		
	2000	913	\$49,816.89		
	2001	1,132	\$61,206.00	1,152	\$62,323.25
	2002	1,161	\$62,292.35		
Donors of \$25-50					
		# gifts	\$ amount		
	1997	1,417	\$40,203.80		
	1998	1,452	\$41,955.80		
	1999	1,418	\$40,946.56		
	2000	1,374	\$39,564.10		
	2001	1,768	\$51,551.43	1,799	\$52,381.43
	2002	1,741	\$51,185.69		
Donors of less than \$25					
		# gifts	\$ amount		
	1997	2,038	\$23,610.00		
	1998	2,052	\$24,291.27		
	1999	1,817	\$22,295.54		
	2000	1,649	\$20,266.49		
	2001	2,093	\$26,905.49	2,113	\$27,152.49
	2002	2,375	\$32,333.12		
All Donations					
		# gifts	\$ amount		
	1997	4,868	\$337,066.97		
	1998	5,080	\$405,509.91		
	1999	4,943	\$506,731.37		
	2000	4,862	\$546,210.42		
	2001	5,995	\$632,816.53	6,102	\$675,160.78
	2002	6,388	\$621,057.77		

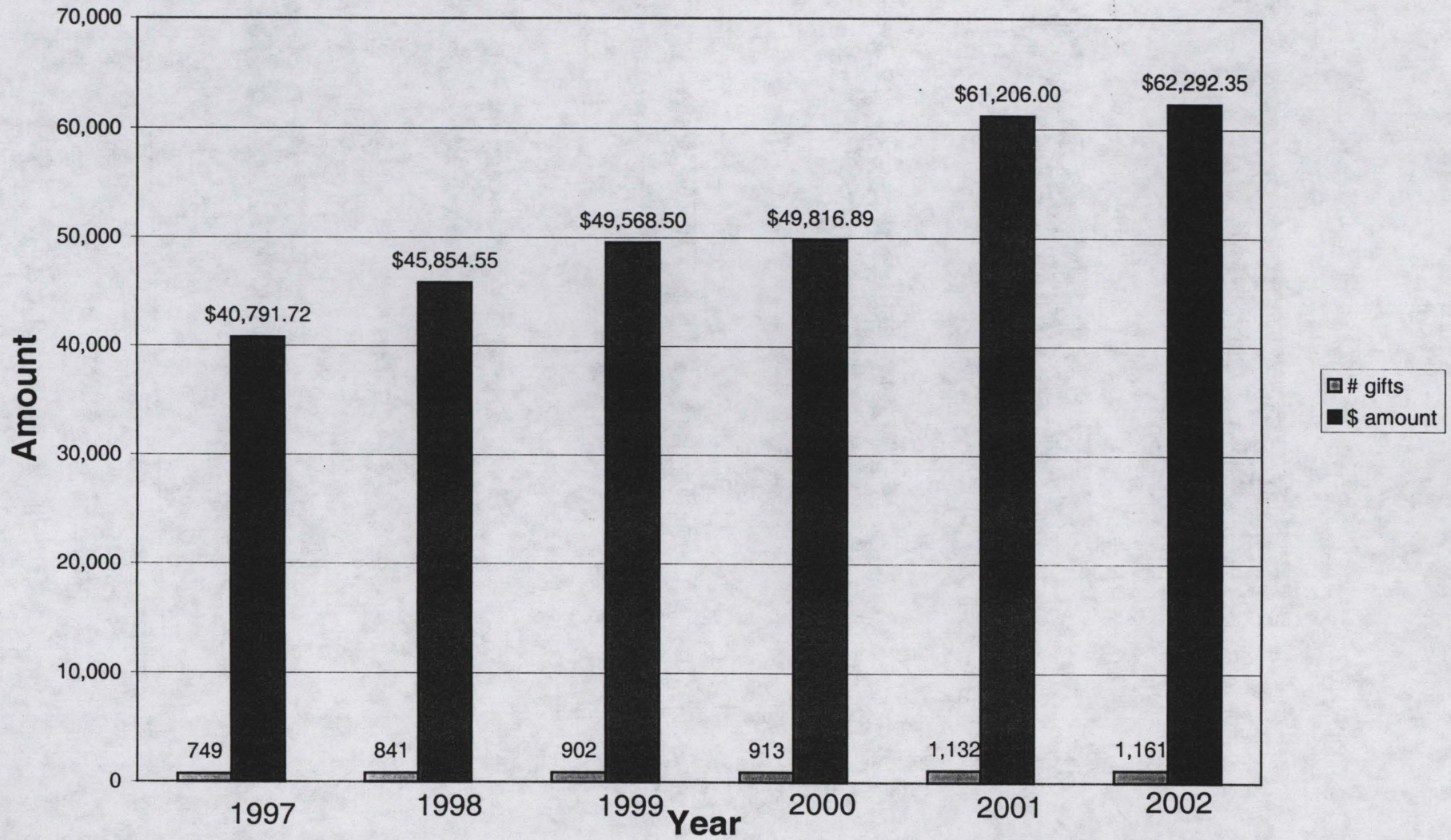
Donors of \$25-\$50



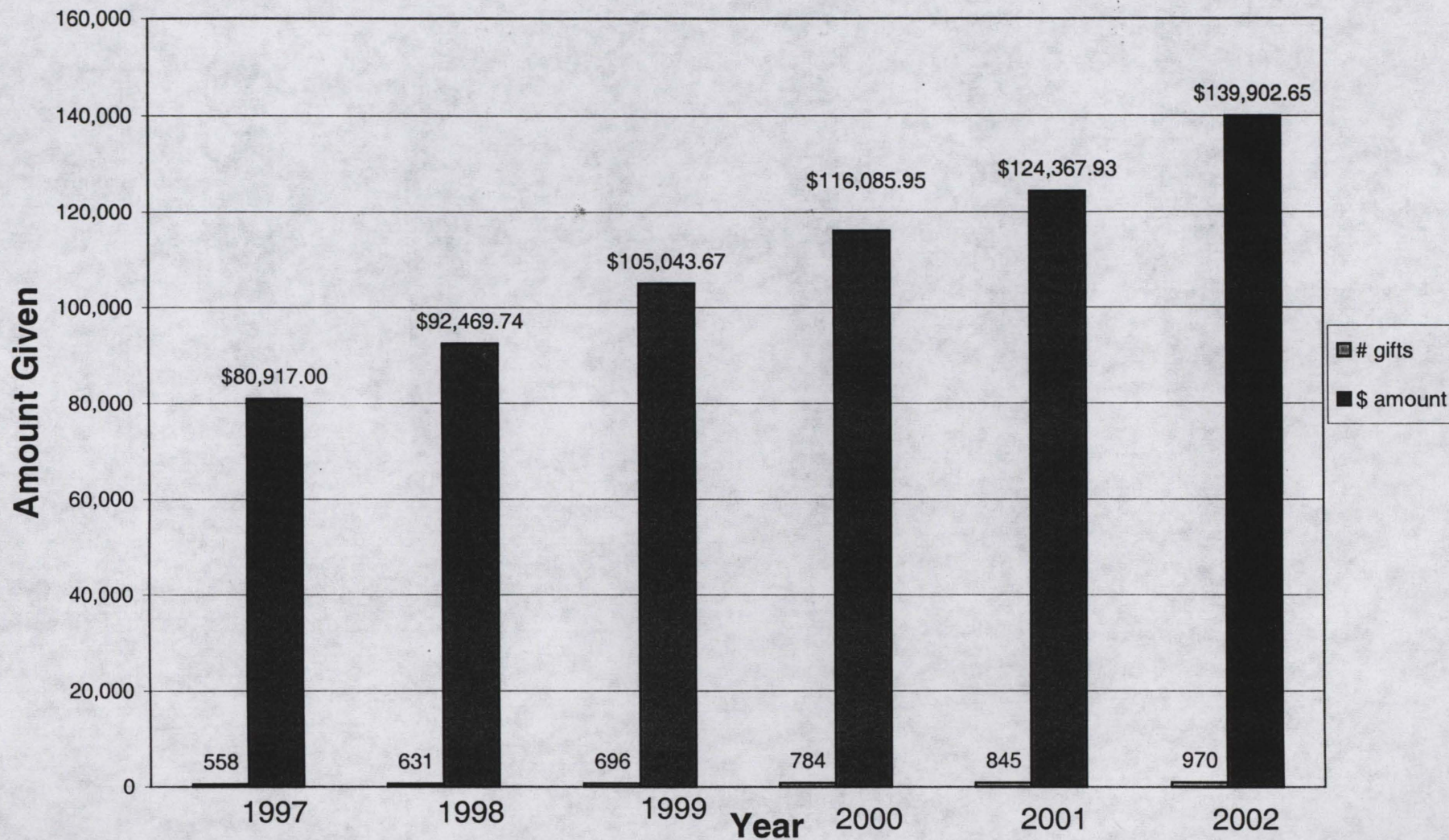
Donors of Less than \$25



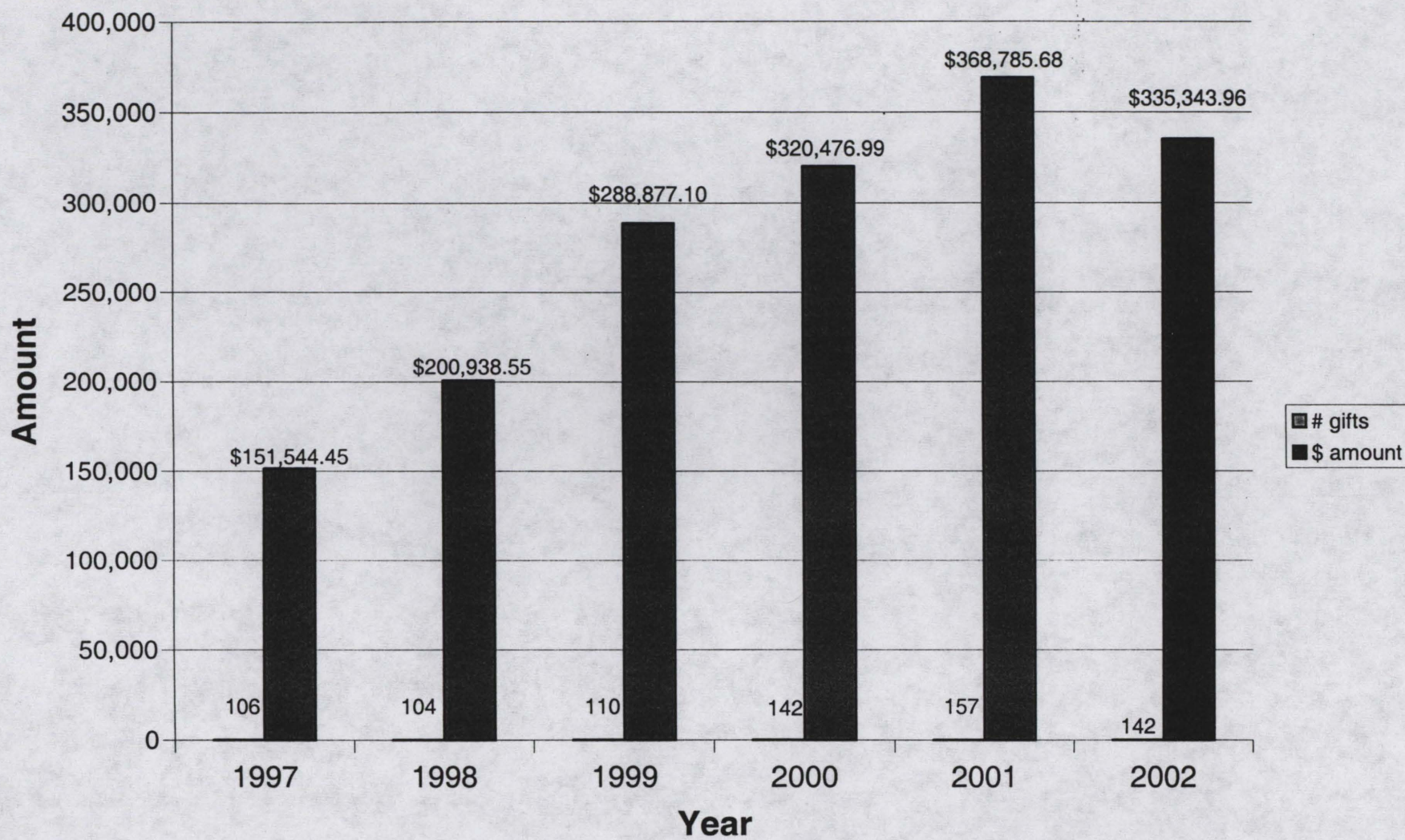
Donors of \$50- \$100



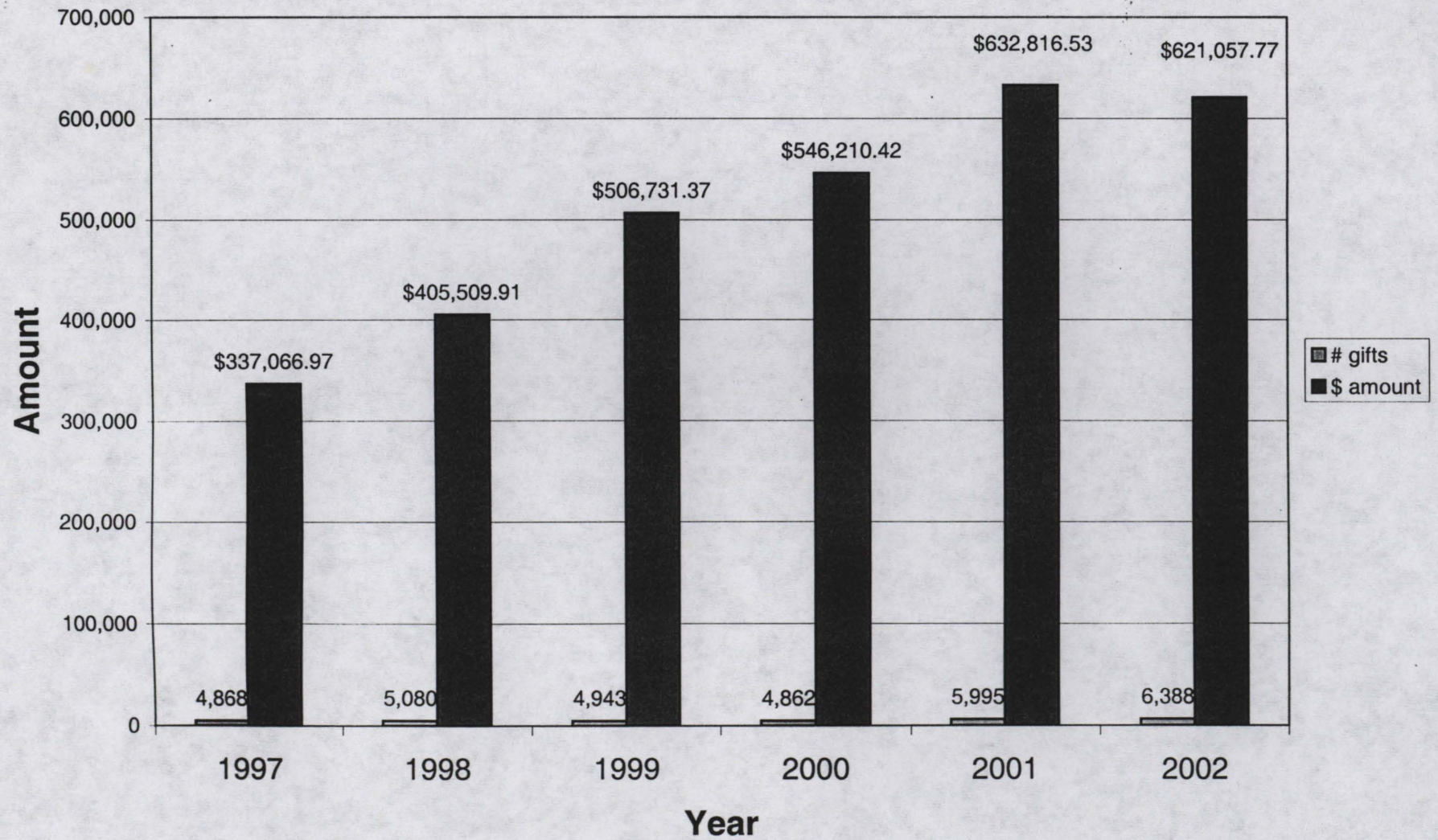
Donors of \$100-\$500



Donations of \$500 or more



All Donations



Board Committee Minutes
February 2003 Board Packet

Enclosed:

Board Development Committee:

Communications Committee:

Executive Committee: 1/15/03

Finance Committee: 1/9/03

Fundraising Committee:

Grant Committee: 1/13/03

Long Range Planning Committee:

Personnel Committee:

Staff Meetings: 12/16/02; 1/7/03

Pending:

Minutes, Executive Committee and Long-Range Planning Committee, January 15, 2003

Present: Marc, Carol (for LRPC portions), Becca, Pam

Bankbusters

EC recommends to board that Resist incorporate a boycott on World Bank Bonds into our investment policy

Finance Committee should guide this board discussion.

Bankbusters has asked Resist to sign on to a campaign asking Somerville to boycott World Bank Bonds. In assessing this campaign, the Board should remember that Resist has rejected several proposals from Bankbusters for this campaign. This is a decision for the Board to make rather than the Executive Committee.

Personnel Committee

Because Hank couldn't attend the EC meeting, Marc will check in with Personnel Committee on follow-up/status regarding the Personnel Policy and staff evaluations.

Board Development Committee

On getting new members onto committees, Carol will follow up with Leila and Pam with Nikhil, who expressed an interest in the Finance Committee. New members will start with one committee. Both Board Development and Communications could use members, a current board member might switch to one of those, if a new member isn't interested in them.

Suggestion that we add Katha Pollit to the list of possible additions to the Advisory Board.

Suggestion for the Board Development Committee to move forward on thinking about how to activate the Advisory Board.

Finance Committee

The Finance Committee has looked at the Nov Financial Statements and Dec income figures. The Committee will present the end of the year statements to the Board at the February meeting.

The current projects the Committee is working on are drafting investment policy and setting up a Board training on financial management.

Grants Committee

Committee weeded out 20 proposals.

Finished working on a new grant application, which will go to a designer to format the cover page in a more user friendly manner. The new application will be available online in different formats once finalized.

Staff

Audit preparations are in progress.

Need to start thinking about Becca's replacement. Complicated to design a position, but can't wait. Will form ad hoc hiring committee at next board meeting. Pam will look at Becca's original job description and think about how it might be adapted for the new job search in time for a discussion at the Feb. board meeting. The Executive Committee will ask the Board for a short discussion at the February meeting for suggestions about any changes to the job description.

Communications

Internal Web site up to date with Committee minutes back to 1995. "Beta" phase is complete.

Robert is working on a search engine for the internal Web site.

The EC suggests that the Board agenda template include a reminder about the internal website so that Board members can search for past minutes.

Fundraising

November prospect mailing has about a 1% return. 10-11% return on ABC mailing.

\$213,000 came in during December. Balance of some new big donations with smaller than average donations from some major donors. The income distribution suggests that diversifying the donor base is a good strategy now.

Board Minutes

E.C. recommends a "filtering system" for recording results of collective brainstorming. No need to attach names. Follow the standard pattern of recording what would be on big sheets of paper on the walls during a brainstorming. Perhaps the Board should draft a "minutes protocol" so that minute taking styles are standardized within the organization.

December minutes have been revised per comments for consideration at Feb. board meeting.

By-laws

Discussion of the clauses on terms of office (no clear consensus), quorum (as written), proxies (grant forms are not official "proxies"), officers (why staff are included), committees (why all are listed), and indemnification insurance (about \$1,000 per year). Decided to bring wording in current draft on all these items to the Board except to add wording that notes committees could merge and clarifying when committees have power to make decisions rather than recommendations for Board decisions.

Ready for board to consider

Strong sense that everyone on the board has to be part of the decision: thus, we might need two board meetings to come to a final decision, unless we have full attendance at the next board meeting or we have good attendance at that meeting PLUS a strong consensus PLUS the people not there have expressed prior agreement with that consensus. Mentors will introduce new board members to the background on this issue. Non-attending board members can send in proxies on this decision.

Committee mergers

Proposed:

- Merge Finance with Fundraising (new name: Finance and Fundraising)
- Merge Long-Range P.C. and Exec. Comm. Enlarged group would continue to operate as it presently does until board decides Resist has completed the steps outlined for the current long-range planning process. Thereafter, this becomes an ongoing function of E.C.

Ready to go to board for discussion but not immediate decision. Would come to another board meeting for decision to ensure all board members have a chance to decide.

Long-Range Planning Committee

No movement on consultant. Pam and Kay having trouble connecting. Will connect and also touch base on whether a consultant is still considered necessary.

Discussion of what culminates the LRP process: what it would mean, who would write it, what it would cover. Would be a report to the board. Lead into ongoing process. Options of things that could go to Board for a report include: report (retrospective), retreat (social), and plan for the future (next steps, recommendations, assessment of lessons). Suggested process: one person drafts, then LRPC discusses/edits, then to Board for discussion, then Board approval of final product.

For April board meeting: Personnel Policy and staff structure as two central questions to bring to board.

Staff structure: introduce the question of continuing with current structure at the Feb. Board meeting, with conclusion of this discussion most likely in April. Strong sense that everyone on the board has to be part of the decision: thus, we might need two board meetings to come to a final decision, unless we have full attendance at the next board meeting or we have good attendance at that meeting PLUS a strong consensus PLUS the people not there have expressed prior agreement with that consensus. Mentors will introduce new board members to the background on this issue. Non-attending board members can send in proxies on this decision.

In future, structure will likely need to change as growth leads to a larger staff. For the present, we will need to clarify questions of evaluation and supervision under the current structure.

Political/Program Discussion

Next discussion will focus on the bullet points of Next Steps from the Board meeting.

- *Consider Conference proposal:* Find out who is doing conferences like this. Identify funders to fund this conference. Connect this plan to survey results.
- *Review web/newsletter content*
- *Consider reactivating resist Speakers Bureau*
- *Consider an e-newsletter*
- *Consider increasing our level of networking with other local and national funders to maximize leverage and inform our own grantmaking*
- *Consider placing a priority on outreach to potential grantees on particular topics or in particular places*

Guideline questions for thinking about those activities:

1. How would this activity serve the mission of Resist?
2. What are the most important needs of our grantees? How does the survey help us answer this question?
3. What are the most important needs of the movement?
4. What is our capacity?
5. What changes could/should we make to our work?

Outcome from discussion will be clear charges to several (or all) committees.

For meeting, we need a one-page sheet of paper for each person outlining activities and guideline questions.

Discussion will start with brainstorming on other bullets (possible activities) to consider. Then we will place all the bullets in a priority order. We will discuss two in February and LRPC/EC will prepare a plan for addressing the others at upcoming board meetings. LRPC/EC suggest discussing the conference and the networking with funders at the February board meeting.

After initial brainstorming, we will break into two groups, each discussing one of the two topics. Pam will chair conference discussion; Becca will chair networking. Other board members to be assigned to discussion groups by counting off. Working groups will use questions above to ground discussion in feasibility and value, leading to assignments for committee work.

Conclusion of discussion will be report back to the whole group but not whole-group discussion.

Becca will bring the Powerpoint summary of the survey results to the meeting.

Feb. 9 board meeting

Note changed times to begin and end

Carol chairs business meeting, with Ty taking minutes

Nikhil chairs grants meeting, with Robin taking minutes (Pam will mentor Nikhil)

Marc chairs program discussion, with Ty taking minutes

Pam chairs staff structure discussion, with Ty taking minutes

Marc will draft a protocol for taking minutes and/or provide example(s)

Proposed Agenda for Feb. 9 board meeting: Note changed times to begin and end

1. Meet, eat, greet (10:15-10:30)
2. Introductions, review agenda, approve minutes for October and December board meetings (10:30 a.m.-10:45 a.m.)
3. Grant allocations (10:45 a.m.-12:45 p.m.)
 - Grants not decided in that time go to Grants Committee
3. Review/reflection on grant allocations (12:45-1:00)
4. Lunch (1:00 p.m.-1:45 p.m.)
5. Committee Reports (1:45 p.m.-2:30 p.m.; 5 OR LESS minutes each = max. 40 minutes)

Staff

Board Development Committee

Finance Committee: World Bank boycott

Fundraising Committee

Communications Committee

Grants Committee

Long-Range Planning Committee (see also item 10)

Executive Committee (see also items 7, 8, 9)

6. Hiring Becca's replacement: set up ad hoc committee (2:30-2:40)
7. By-laws (2:40-3:00)
8. Committee structure discussion (3:00-3:15)
9. Staff structure discussion (3:15-3:45)
10. Program/Political discussion (3:45 p.m.-4:45 p.m.)
11. Meeting reflection/evaluation (4:45 p.m.-5:00 p.m.)

ADJOURN BOARD MEETING

Finance Committee
January 9, 2003
Minutes

Present: Pam Chamberlain, Abby Scher, Becca Howes-Mischel, Robin Carton (minutes)

Agenda

1. November 2002 Financials

Given that the big boost in income from December has not been included, the income and expense numbers do not look good at this point. See Budget Narrative for information provided about November Financial Statements. The main places where income is down are largely due to the stock market. Expenses are within budget except in Grants, Prospect Mailing, Newsletter costs and Board Expenses.

It looks as if the numbers allocated in Peachtree for Prospect mailing income may be off slightly. Robin will check with the bookkeeper, Judy Kulekowsky, to see if some numbers were mis-allocated.

Given the lowered expectations for income, the Committee will review the December 2002 and January 2003 Financial Statements in February with an eye towards any 2003 Budget corrections that may be necessary.

2. Investments/Investment Policy

Pam reminded the Committee that there are two aspects to the Investment Policy- one articulates the political position of the organization's investments and the other directs implementation.

Pam and Robin will put together a draft investment policy for the Committee to review. Pam suggested that the policy itself remain simple with references to broader discussions found in other policy statements.

Robin will ask the Boston Women's Fund and Hyams for a copy of their policies.

Johanna Schulman had several recommendations for changes to Resist investments. It was unclear whether there was a need for a money manager to implement them or a person to sit on the Finance Committee and act as a financial advisor. Given that there are no transaction fees on the Schwab account- it may make more sense to leave the funds as they are and find someone to advise on investment strategy.

Abby raised a point about finding a new investment advisor to sit on the Finance Committee. Robin and Becca will talk with Cheryl Smith (Trillium Asset Management and former Board member), Marc Miller and Chuck Collins. After recommendations, Abby will help interview candidates for the Finance Committee.

3. Budget Training 101

Lynne Brandon has suggested a two part training for Board members- the first to focus on common language and financial terminology, the second on financial role/duties of Board members and how to read a financial statement.

There was a consensus that the training should not happen at a Board meeting. Robin will ask Lynne about holding one session on Monday, February 10th from 8:30 - 10:00 a.m. and the second on April 14th at the same time.

(N.B. Lynne Brandon has said she might be willing to sit on the Finance Committee after she has finished providing budget training for the Board).

Next Finance Committee meeting date will be Monday February 3 at 8:30.

Grant Committee
January 13, 2003
Minutes

Present: Marc Miller, Kay Mathew, Becca Howes-Mischel, Robin Carton (minutes)

1. Application

The application is essentially finished except for amending question number four. Robin will e-mail a draft of re-wording that will look something like:

4. Briefly describe your organization's vision of social change and your place in it.
 - You may also discuss how you see your organization's work in relation to US domestic or foreign policy.

Robin and Becca will look for an inexpensive designer to make the application user-friendly and easily accessible over the web.

2. Weeding

The committee looked at twenty-three grants and removed twenty grants from the cycle. *See attached.*

3. Future Discussions

The Committee looked at an analysis of 2002 grantmaking. The data will be used to think about gaps and possible future directions.

At this time the Committee did not feel that it could offer anything of substance to the Executive Committee in shaping the agenda for the February Board meeting.

Staff Meeting 12-16-2002
Present: Becca, Carol (note-taker) and Robin

I. Vacation Plans.

Robin will be in the office through 12/18 and gone 12/19-12/30

Becca will be in the office through 12/20 and gone 12/23-1/2

Carol will be in the office through 12/20 and gone 12/23-12/26

Robin will talk to Paul about collecting the mail while we are away.

II. Finances and Mail

A. Business Reply Mail (BRMs). Ted from USPS is away teaching a computer course. Bob and Linda (mostly Linda) in Union Sq are splitting his job. Linda will be doing the work in addition to her other responsibilities and is going to "do the best she can" in the morning and during her breaks. Unfortunately, BREs are being loaded on the truck and sent to W. Somerville, where they are then sent back to Union Sq for processing to be re-shipped to W. Somerville. This is problematic because everything is delayed a day or two. Linda assures us that nothing is being lost.

B. This week, need to return stamped-BREs to Union Sq, along with permit check.

C. Robin will check bank account to see if the grant checks can be mailed today.

D. Judy will be in tomorrow to do the November financials. The October financials looked terrible but for explainable reasons. We still need a huge December. Last 10 days of the month usually are big, but now concerns about BRM delay. Will book everything dated in Dec 2002 in December, up through 1/3.

E. Audit.

Robin will give lists of tasks to everyone this week. Set up times with Linda today with hopes of completing everything before April this year. Need to inventory shirts and office supplies by 12/31 (Robin and Becca) and mailing supplies (Carol).

III. Executive Committee meeting

A. Reviewed the proposed agenda. Becca prepared a set of questions to help clarify the purpose and possible steps in thinking about hosting a conference. Will February's Board meeting talk about the ideas generated at the December meeting (such as the conference), decide which are priorities, and assign them then to the appropriate committees? Not clear what the next steps are.

B. Not on the agenda but discussed at the Board meeting: EC should clarify the staff reports: what reports, when, to whom, how often.

IV. Newsletter.

Missing two articles still—one will not come in (from Paul Buehl). January issue should be at the printer this week. Feb/Mar in process.

V. Office Issues

- A. Air Conditioners need to be taken out of the windows soon! Robin will ask Paul about helping to remove them.
- B. Becca researching shredders. Office Max will send a reimbursement check for the recently broken one.
- C. Becca also had the Yellow Pages remove a bill they falsely sent us.
- D. Robin will speak directly with Paul Kaufman (the landlord's lawyer) about the lease today in another attempt to resolve this impasse.
- E. Tomorrow, when both interns are in, we will have an end-of-year office party/lunch. Also discussed getting gift certificates for Jean and Sarah.

VI. Grants

- A. Becca is finished reading through the grants for February. The potential "No's" will be data entered this week, and Sarah will copy them, with hopes of sending them to the Grant Committee this week.
- B. Becca will call Steve Wishengrad about making Grant-o-Matic functional in our network system.

Resist Staff Meeting
January 7, 2003- 2:30pm

Present: Becca Howes-Mischel, Robin Carton, Carol Schachet

I. Fundraising

- A. End of the Year Fundraising Report- Carol presented her end of the year fundraising reports for 2002 (see charts). The biggest impact on income is in the large donor category for two reasons: 1. A smaller number of donors gave large gifts, 2. A number of large donors gave significantly smaller gifts in 2002 than in 2001.
- B. Plan for 2003- Carol will meet with Nancy Greenhouse (when she returns from a family emergency) about a spring prospect mailing. She hopes to develop a new package and send it out as test package for a mailing in the spring. The next ABC mailing will be in March.
- C. Carol has sent Hank and Abby copies of the deadbeat lists (donors who have not given since 2000).

II. Committees

- A. Finance Committee- Meeting 1/9/03 in the morning. The current agenda is to discuss budget trainings for the Board, an investment policy, the Audit. The Committee will have the November Financial Statements for 2002 but not the December ones. In the next meeting the committee will need to discuss the financial plan for the coming year. Nikhil had expressed interest in joining the committee. The committee also needs to discuss communication as some messages have not reached the whole committee and fallen through the cracks. Becca has written the narrative for the November statements and will email them to the Committee this afternoon.
- B. Grants Committee- Meeting 1/13/03 in the evening. The Committee will need to weed grants, finish the application revision, and talk about the February meeting.
- C. Executive Committee- Meeting 1/15/03 in the morning. The Committee is discussing setting an agenda for the February meeting, By-laws and Committee mergers. Abby asked the Committee to discuss Resist endorsing BankBusters and BGAN's campaign to force Somerville to Boycott World Bank Bonds. These are both organizations that Resist has turned down a number of times due to concerns about their ability to do their work as well as concerns about their ability to make the connection between local and international organizing.
- D. LRPC- Kay and Pam are working to identify consultants for the organization.

III. Personnel Policy

- A. Carol emailed Hank and Abby to ask them how they would like the Staff's comments on the Personnel Policy resent to them. They have not replied as of yet. Carol will draft suggestions about language in the places where the Staff originally raised questions.

IV. Audit

- A. The Staff will attempt to finish the all the Audit forms by the end of January. Linda will be in the office three days in February and March. Carol will go to Walnut Street Center Wednesday to do inventory there.

V. Grants

- A. February Cycle- All the data is entered and most of it is copied. Robin will review the Yeses Wednesday or Thursday.
- B. Long-Term- Grant-o-matic is back online. Robin and Becca need to reprioritize Becca's time to work on the data entry and bringing it up to date. Robin still needs to talk to Steve about Rich Cowan and the Organizer's Collaborative. Another long-term project is potentially rewriting Grant guidelines to fit the new application and Board re-prioritization.

VI. Interns

- A. Sophia (an Senior at Swarthmore) will be in the office next week. Projects for her to work on include: some grant-o-matic data entry (if she is detail oriented), Progress report filing, "surpress only" data entry, and culling the library of out of date materials.
- B. Becca will be attending a Non-profit networking fair at the end of February.

VII. Post Office

- A. It is unclear what the impact of the late permit check will be on the postage accounts. There is no one at Union Square who currently knows anything about the status of our BREs. Becca will find the number of a supervisor and Carol will ask Youth Build about their BREs.

VIII. Next Steps from the last Board Meeting

- A. Leila wants information about the various committees that need more people.
- B. There has been no more discussion about evaluations. It is assumed that the Personnel Committee is waiting until after the February meeting to start the process.

IX. Office

- A. Stationary- Carol will order 2 more reams of stationary with the current Board and design.
- B. Air Conditioning- Since Paul has been dodging Robin, it does not make sense to remove the AC from the front office at this late date. Instead, Becca will look into weather barriers. Jean suggested a magnetic cover plate at Tags.

Board Development Committee Minutes
March 11, 2003

Present: Ty dePass (chair), Marc Miller, Carol Schachet

I. Recruitment

Reviewed Excel chart of potential Board candidates and planned to follow-up.

- **Carol** will contact Abby to get e-mail addresses of New York recommendations. Re-send packets or e-mail them to follow-up on previous outreach.
- **Ty** will contact Mei Lui, Eva Boyce, Sister Margaret, Mariamma White-Hammond
- **Marc** will contact Katherine Yee, Tim Wise
- **Carol** will contact Cynthia Bargar, Gavriel Wolfe; also Leah Eckelberger and Frances Jarvis
- **Carol** will contact call the folks at BWF to see if there are any Young Sisters For Justice alumnae who might be a good fit. Will talk to Amanda Matos-Gonzalez, Gina Wang, Catherine Joseph.
- Add other names to potential candidate grid: Judy Hatcher, Allen Jackson (?)
- **Carol** will send the committee names of the Grant References and a list of local grantees and colleagues who might be polled for suggestions/nominations. Send them a letter or e-mail with announcement and Board member job description. **Marc** will draft a letter to our grantees, references, and other key contacts for recruitment ideas.
- Send e-mail or letter to everybody on the grid with recruitment letter to follow-up on previous contact.

II. Mentoring

Things seem to be going well with the new Board members (Nikhil and Leila). **Ty** will check in with their mentors (Pam and Hank, respectively) to offer support. This is a good system to build on with the next round of new members.

III. Exit Interview

Becca will be leaving staff in the summer, but will likely remain on the Board since she will be in New York. Therefore, her exit interview should fall to the Personnel Committee rather than Board Development.

IV. Board of Advisors

Currently have a job description for the Board of Advisors (attached). However, these folks are under-utilized. Serve dual purposes of credentialing and getting something done. A broader and more diverse list of BOA with more name recognition might help with fund raising and outreach.

- Contact Board of Directors at the next meeting to brainstorm about potential new BOA members. Review reference contact list for this purpose as well.
- Contact potential BOA candidates with an outreach letter
- Contact current BOA members to update and engage them

Ty will draft a letter to current and potential members of the Board of Advisors.

Potential names for consideration:

Katha Pollit, Manning Marable, Ann Braden, Bob Moses, Susan Sarandan, Adrienne Rich, John Lewis, James Early, David Barsamian, Jim Hightower, Harry Belafonte, Howard Zinn, Arandati Roy, Jean Hardisty, Barbara Smith, Si Kahn

V. Speaker's Bureau

The Board asked this committee to discuss the possibility of re-establishing a RESIST Speaker's Bureau. Earlier, founders and Board members had such a bureau. Currently, as part of the job description, BOA and BOD members are to "speak publicly about RESIST." Given the existence of other Speaker's Bureaus and the already existing recommendation that members speak publicly about RESIST, this committee is not recommending that RESIST re-establish a Bureau. However, BOD and BOA members should be reminded that materials are available (in print and on the internet) to pass along to potential grantees and donors.

VI. Board Networking

Sending Board members to events, conferences and meetings would help extent outreach and information. Implies a need for a "central calendar" of events—what are important meetings and how can we cover them? RESIST should definitely be at meetings of progressive funders and other important activist gatherings. If every member could attend one meeting, or wear their "RESIST hat" at a meeting they were already planning to attend, this would be a big improvement.

This committee suggests that the Executive Committee put an item on the agenda each Board meeting to list important political and funding meetings and see who might be able to attend for RESIST. The staff and Executive Committee could also compile lists of meetings on a central calendar.

ADVISORY BOARD MEMBER RESPONSIBILITIES

Members of the Advisory Board agree with the mission and political goals of Resist. Advisory Board members may request to receive minutes of Board meetings.

Advisory Board member roles may include:

1. Participation in Board meetings and special meetings, as desired.
2. Participation in annual meetings of the Board of Advisors and Directors.
3. Service on Board Committees, as desired.
4. Engaging in outreach for new grant applicants.
4. Sharing resources and talents with Resist, including expertise, reference information, contacts for financial supports, and contacts for in-kind contributions.
5. Participation in fund raising activities for Resist and, according to their personal ability, Advisory Board members are encouraged to make a financial contribution to Resist.
6. Maintenance of the confidentiality of any information deemed confidential given to members of the Board of Advisors or Directors.

Board Candidate	Address/Phone #	Contacted	info	Sent Packet	Received Resume	Current Status
Electa Arenal	172 West 79th St. 5G NY, NY 10024	Corresponded with Carol		yes	not sure	she was waiting re: NY meetings
Ernesto Arroyo-Montano	eroc@revolutionist.com	yes		yes	no	too busy
Elsa Auerbach	33 Sedgewick, JP	she sent letter in 4/00				
Cynthia Bargar	617-628-5995	Talked with Robin		Sep-01		suggested she join committee
Eva Boyce	enboyce@concentric.net ; 617-427-2850	no	not until fall 2002	no		
Yee Won Chong	yehong@ufenet.org	rec. by Michelle Domingo	chinese/malaysian, devel director at UFE			
Yahira DeLeon	(631) 737-2642, 1981 Julia Goldbach Ave,	rec. by Abby Scher		no		
Michele Domingo	New York	Recommended by Wec	in grad school			moved to NYC for school
Leah Eckelberger	leackelberger@targetsites.com	rec. by Michelle Domingo	slice of rice, Haymarket Bd	no	no	
Leila Farsakh	33 Chatham St 02139	by Eileen		yes 2-27-02	yes	joined Board
Mariam Habib	JFREJ	rec. by Abby Scher		yes	no	
Chamtouli Huq	wheelssofjusticen@yahoo.com	rec. by Abby Scher		yes	no	
Frances Jarvis	67 Pleasant St #2, Camb 02139; 617-876-4468	Applied for interim job		no		Pam said she would call
Catherine Joseph	BWF	Talked with Robin	af-am woman	sent 5/01	no	restructuring at BWF
Robin Kelly	robin.kelley@nyu.edu	rec. by Abby Scher		no		
Mei Lui	mlui@ufenet.org	rec. by Michelle Domingo	ED at UFE	no		
Carolyn Maggid	cmagid@bentley.edu	Recommended by Wec	white women educator	yes	no	too busy
Lynia Murray	kmurray@hotmail.com	rec. by Michelle Domingo	arts and activism, af-am	yes 7-31-02		
Claudine Mussuto	617-628-5151	recommended by Cynthia Bargar		no	no	not contacted
Letta Neely	617-367-8611	Talked with Pam		yes	no	mia
Payal Parekh	110 Berkshire St Cambridge, MA 02141	by Eileen		yes 2-19-02		
MacDonald Scott	NLG legal aid	rec. by Abby Scher		no		
Wenda Tai	617-491-2626	talked with Robin		no	no	may be interested in Becca's job
Gina Wang	BWF	Talked with Robin		yes	no	just had a baby 2/03
Andrew Wells-Dang	WDC	Recommended by Hank		yes	yes	unable to commit
Marianna White-Hammond		by Ty	Project HIPHOP	no		
Gavriel Wolfe	Somerville, MA	Applied for interim job		yes	yes	waiting for Resist
Katherine Yee		Louis suggested		don't know.		
Jennie Yuan	shifu@mediaone.net	rec. by Michelle Domingo		no	no	

Board Candidate	Address/Phone #	Contacted	info	Sent Packet	Received Resume	Current Status
Electa Arenal	172 West 79th St. 5G NY, NY 10024	Corresponded with Carol		yes 4-3-03	not sure	she was waiting re: NY meetings
Yahira DeLeon	(631) 737-2642, 1981 Julia Goldbach Ave,	rec. by Abby Scher		yes 4-3-03		
Leah Eckelberger	leackelberger@targetsites.com	rec. by Michelle Domingo	slice of rice, Haymarket Bd	no	no	
Mariam Habib	JFREJ	rec. by Abby Scher		yes	no	
Janice Lee	Youth>Organizing Project 617-256-6914">Boston Youth Organizing Project 617-256-6914	rec. by ruth goldman		yes 4-3-03		
Lisa Owens	City School, 614 Columbia Rd Dot 02125; 617-822-3075x16	rec by Meiju Lui	30ish activist	yes 4-17-03, 7-25-03		
Payal Parekh	110 Berkshire St Cambridge, MA 02141	by Eileen	at Mott Foundation briefly	yes 2-19-02, 7-25-03		
Gavriel Wolfe	Somerville, MA	Applied for interim job		yes 4-3-03	yes	waiting for Resist
New Additions						
John Anderson	pjohna@rcn.com	rec by Leila	Arlington United for Peace and Justice	sent email 7/25/03		e-mailed back, interested
Gab Bamachio	gabelac@attbi.com	rec. by Leila		sent email 7/25/03		e-mailed back, interested
Elisabeth Leonard	elisa_02128@yahoo.com	rec by Leila	quaker, very busy	sent email 7/25/03		
Evelyn Hammond		???				
Amy Hendrickson	amyh@texnology.com	rec by Leila	Brookline UJP	sent email 7/25/03		
Allan Jackson	Freedom House	Rec by Carol	formerly PRA; development			
Duncan McFarland	duncan.mcfarland@nas.sappi.com	rec by Leila	Som/Medford UJP; socialist	sent email 7/25/03		bad address, e-mail returned
Will Miller	10 Machia Rd Westford, VT 05494; 802-879-0288	rec by Robin	formerly Green Mtn Fund	sent packet 7/25/03		
Bonnie Tolend	bontoland@hotmail.com	rec by Leila		sent email 7/25/03		
Walid Zaiter	habibwonder@hotmail.com	rec by Leila		sent email 7/25/03		

Inactive list of RESIST Board prospects

Board Candidate	Address/Phone #	Contacted	info	Sent Packet	Received Resume	Current Status
Electa Arenal	172 West 79th St. 5G NY, NY 10024	Corresponded with Carol		yes 4-3-03	not sure	she was waiting re: NY meetings
Ernesto Arroyo-Montano	eroc@revolutionist.com	yes		yes	no	too busy
Elsa Auerbach	33 Sedgewick, JP	she sent letter in 4/00		yes 4-3-03		
Eva Boyce	enboyce@concentric.net ; 617-427-2850	no	not until fall 2002	yes 4-3-03		
Yee Won Chong	yehong@ufenet.org	rec. by Michelle Domingo	chinese/malaysian, devel director at UFE	yes 4-3-03		declined
Michele Domingo	New York	Recommended by Wec	in grad school			moved to NYC for school
Leah Eckelberger	leackelberger@targetsites.com	rec. by Michelle Domingo	slice of rice, Haymarket Bd	no	no	
Mariam Habib	JFREJ	rec. by Abby Scher		yes	no	
Chamtouli Huq	wheelssofjusticen@yahoo.com	rec. by Abby Scher		yes 4-3-03	no	
Frances Jarvis	67 Pleasant St #2, Camb 02139; 617-876-4468	Applied for interim job		yes 4-3-03		Pam said she would call
Catherine Joseph	BWF	Talked with Robin	af-am woman	yes 4-3-03	no	restructuring at BWF
Robin Kelly	robin.kelley@nyu.edu	rec. by Abby Scher		no		
Mei Lui	mlui@ufenet.org	rec. by Michelle Domingo	ED at UFE	no		
Carolyn Maggid	cmagid@bentley.edu	Recommended by Wec	white women educator	yes 4-3-03	no	too busy
Lynia Murray	kmurray@hotmail.com	rec. by Michelle Domingo	arts and activism, af-am	yes 7-31-02		
Claudine Mussuto	617-628-5151	recommended by Cynthia Bargar		no	no	not contacted
Letta Neely	617-367-8611	Talked with Pam		yes	no	mia
MacDonald Scott	NLG legal aid	rec. by Abby Scher		no		
Wenda Tai	617-491-2626	talked with Robin		yes 4-3-03	no	may be interested in Becca's job
Gina Wang	BWF	Talked with Robin		yes 4-3-03	no	just had a baby 2/03
Andrew Wells-Dang	WDC	Recommended by Hank		yes	yes	unable to commit
Marianna White-Hammond		by Ty	Project HIPHOP	no		
Katherine Yee		Louis suggested		don't know.		
Jennie Yuan	shifu@mediaone.net	rec. by Michelle Domingo		no	no	

Executive/Long-Range Planning Committee Minutes, March 13, 2003

Marc, Hank (by phone), Pam, Becca (minutes), Carol (for long-range sections)

1. Personnel Committee

Staff evaluations: staff has completed forms. Hank, Abby, and Marc will proceed with interviews.

Personnel Policy: confirmed that we won't do this for April board meeting.

Exit interview with Becca: by July

2. Board Development Committee:

Advisory board: discussed role of advisory board, possible new members, checking in with current members, role if we do a new call/conference

Board recruitment: Reviewed list of possible names and will check on status. Added a few new ones. Proceeding full speed ahead toward possibly recommending 2 or 3 new board members by June meeting. Suggested new name: Evelyn Hammond.

Using grant references and local grantees to identify possible new board members.

Mentoring of new members: proceeding.

3. Finance Committee:

Finance has lots of members but no one wants to leave to go to another committee.

Even aside from unexpected bequests, FY 03 ahead of FY 02 at this date, and that was a record year.

Board training: need to check availability of trainer for changed board meeting date. Could also reschedule to June board meeting, partly in hope of new board members joining by then.

Investment policy: in draft form. Committee recommends we not hire an investment manager but rather use an advisor.

Salary for new staff: recommend we consider a range of \$34-\$40k, depending on experience.

Consultant affordability: Planning on \$2-\$3k

4. Grants Committee:

Hasn't met since last E.C. meeting

5. Program/Political Discussion

Discussed conference prospectus that Marc prepared

Varying opinions on value of conference and/or call, but enough enthusiasm to bring to board for further discussion.

Conference and call could be linked or de-linked

Our unique role would be to go beyond strictly anti-war toward long-term movement building. Resist would bring together across issues on the national level.

Bringing players together seen as having value.

An organizing conference for grantees to decide what to do. Strength of cross-issue organization. Going beyond mobilization.

Call as central focus of expanded organizing and discussion.

Could include groups beyond grantees to bring in bigger players.

Lots of logistical issues to work out.

For board meeting: Marc will revise his prospectus a little. Hank will also prepare a personal proposal (not for the EC). These will form the basis of comments by each board member, going in a circle, followed by general discussion. **Guideline questions to address/think about include:**

- Call, conference, or both
- Size of conference
- Type of groups and/or funders to invite
- Outcomes
- Next steps
- Who would take next steps: Hank has already volunteered to play a significant role.

Decided it was too early to address question of the resources this would need and where they could come from until the plans were more focused.

6. Status of Other "Next Steps" From Program/Political Discussions:

- Use Resist's network of experienced activists to do intensive organizing trainings with grantees. This may also be done in conjunction with existing training programs. **For now, part of networking/conference discussion.**
- Review web/newsletter content and function. Consider ways to use the Web site as an organizing center. **Communication Committee to discuss**
- Consider reactivating Resist Speakers Bureau. **Board Development decided not a priority for now, although all board members are encouraged to represent and speak about Resist at meetings they attend. Encourage Resist board members to participate in more meetings to network.**
- Consider an e-newsletter. **Communication Committee to discuss**
- Consider placing a priority on outreach to potential grantees on particular topics or in particular places. **Grants Committee to discuss**
- Consider offering unsolicited grants to established groups to carry out crucial organizing. **On hold**
- Develop an endorsement policy to consider more direct connection to political actions: Staff drafted a policy (see below). **Committee recommended bringing this to the board meeting for decision. Decision on Wec's proposal will follow decision on policy.**
- Buy a building and create a physical community center to enable community organizing. (Consider a Planned Giving program where a rich donor leaves Resist a building.) **Fundraising Committee to discuss**
- Fund people to do specific projects. **On hold**

- Consider different forms of technical assistance, individualized trainings, or consultations. **Blend with conference for now.**

7. Review of Committee Assignments Re: Political/Program Discussions:

Grants Committee:

- Think about conference proposal more specifically. How could it encourage communities and meet grantees' needs?
- Think about developing a proposal to set up a fund of money to send grantees to local organizing training centers.
- Think about which funder collaboratives Resist should participate in
- Consider placing a priority on outreach to potential grantees on particular topics or in particular places.

Communications Committee:

- Think about conference proposal more specifically. How could it encourage communities and meet grantees' needs?
- Review web/newsletter content and function. Consider ways to use the Web site as an organizing center.
- Consider an e-newsletter.

Finance Committee:

- Look at prioritizing Staff Travel in Budget process to facilitate and systematize networking beyond local funding community.

Board Development Committee:

- Consider strategic outreach to potential new Board members based on their connections to specific networks.
- Consider sending Board members to specific events to increase Board networking.

Executive Committee:

- Consider ways in which Resist might network outside funding community, balancing the time and money required. This may fit into a process of standardizing Resist's process of endorsing or sponsoring activities.

Fundraising Committee:

- Discuss idea to buy a building and create a physical community center to enable community organizing. Consider a Planned Giving program where a rich donor leaves Resist a building.

8. Long Range Planning Process

Checked in (barely) on status of long-range planning process, schedule, documentation, evaluation. Need to continue discussion of how process will culminate.

"Organizational Structure": ready for second vote at next board meeting.

Consultant: No report, but more names to consider. Pam and Kay talking

9. Communications Committee:

Web site up to date.

New grant application up and running

Newsletter: waiting for articles to arrive

10. Hiring

Leila, Carol, and Marc are committee

Have draft job ad.

11. Staff

Checked in. No problems foreseen

12. April board meeting

Becca will send e-mail to recruit two people to help bring food.

Meeting will be April 6.

Pam will chair grants section (Robin taking minutes). Leila will chair business (Hank as mentor. Marc taking minutes). A staff member to be selected by staff will chair program discussion (Marc taking minutes; Becca or Pam doing anything we might need on big sheets of paper).

- Meet, eat, greet (10:30-10:45)
- Agenda review (10:45-10:50)
- Approve (or not) minutes of Feb. 2003 board meeting (10:50-10:55)
- Grant allocations (10:55-12:50)
- Review/reflection on grant allocations (12:50-1:00)
- Lunch (1:00-1:40)
- Hiring (1:40-1:55)
- Discuss and vote on board indemnification insurance (1:55-2:00)
- Discuss and final vote on staff structure proposal from Feb. 9 board meeting (2:00-2:10)

- Discuss and final vote on committee structure proposal from Feb. 9 board meeting (2:10-2:15)
- Other committee Reports (max. 5 minutes each): staff, hiring, board development, personnel, fundraising, finance, communications, grants, LRPC, Executive Committee (2:15-3:00)
- Program/Political Discussion (3:00-4:00)
- Begin discussion of by-laws (and vote if we have time?) (4:00-4:30)
- Meeting review/reflection/evaluation. Set date for next meeting.

If possible, meeting will move quickly through the pre-program/political items to get to the discussion before 3:00. Also, we have the option at 4:00 p.m. to decide to continue the discussion and bump the by-laws discussion to another meeting.

13. June Board meeting

Date may be changed by one week.

14. Next EC/LRPC meeting: May 8, 9 a.m.

ADJOURN

Staff Endorsement Proposal.

The staff will be empowered to endorse events if those events fulfill these criteria:

- The event would otherwise fit RESIST's funding guidelines, excluding budgetary constraints and one-time only restrictions
- The event would be movement-building and represents a coalition or collaboration of issues focused organizations.
- The event has a social change focus (versus social service or educational emphasis)
- The event contains a significant response to US domestic or foreign policy

Any sponsorship that requires more than \$100 would go to the Executive Committee.

If the staff cannot reach consensus, the request would go to the Executive Committee.

Executive Committee Minutes, February 19, 2003

Next meeting: MARCH 13 at 9:00 AM. NOTE CHANGED TIME.

Tasks and decisions in bold. Please note!!

I. Committee changes:

Leila joining grants, Marc leaving grants and joining board development, Nikhil joining finance, Hank leaving personnel when evaluation and personnel policies are complete, then joining board development

Finance has lots of members. **COULD ONE PERSON MOVE TO BOARD DEVELOPMENT OR PERSONNEL?**

Hiring is Leila and Carol. Marc joined.

Committees are responsible for member transitions and orientation.

II. Personnel Committee:

Evaluations due March 10. Hank interviewing staff by phone. Marc & Abby will do in person.

Hank and Abby will discuss whether to bring personnel policies to the April board meeting or to wait, given Hank's absence. No immediate time pressure, given evaluations are happening already.

III. Finance Committee: working on investment policy. Have a draft and now fleshing it out.

IV. Grants Committee: New application ready, waiting for Robert to post it on the Web site.

V. Communications Committee: Feb/March newsletter going to press. Extras being printed for board members to use in outreach.

VI. Hiring: Pam and Becca will meet to structure job description. Carol will ask Ty and Kay to see if they want to join. Could add a non-board member (including an advisory board member)

VII. Fundraising: Carol working with consultant on new prospecting package to be tested with current package. Will adapt prospecting piece for March ABC mailing.

VIII. Next steps in program/political discussion

A. Conference proposal:

Who would be the committee to develop conference proposal? Ad hoc committee? Need to address grantees needs. Also addressed what Resist offers: network of hundreds of grantee organizations. Could be a gathering for a "new call to resist" as an organizing tool/theme for gathering people. Way for expanding views and sharing visions and interests and needs. to bring

a long-range vision to addressing overall threats. Organizing across issues. Have funders there to listen and for networking. Grassroots sentiment for social change: organizing from the ground up.

ASSIGNMENT FOR ALL: READ THE ORIGINAL CALL AND FIND APPROPRIATE SECTIONS, ETC.

Need to think about operationalizing this: money, staff, etc. Need to talk with other funders. Noted that Ford funds some foundation networking.

MARC WILL PREPARE SOME SORT OF OUTLINE/ CONFERENCE PROPOSAL FOR DISCUSSION. OTHERS INVITED TO AS WELL.

B. Networking proposal:

Need to think about resources this needs and where it could come from.

BECCA WILL COMPILE OVERVIEW OF PROPOSAL WITH REMINDED OF COMMITTEE CHARGES.

At next board meeting, discuss these issues further.

Touched base on other items from program political discussion, with **ASSIGNMENTS FOR COMMITTEES TO REPORT TO EXECUTIVE COMMITTEE BY MARCH 13:**

- * Use Resist's network of experienced activists to do intensive organizing trainings with grantees. This may also be done in conjunction with existing training programs. **For now, part of networking discussion.**

- * Review web/newsletter content and function. Consider ways to use the Web site as an organizing center. **Communication committee to discuss**

- * Consider reactivating Resist Speakers Bureau. **Board Development committee to discuss**

- * Consider an e-newsletter. **Communication committee to discuss**

- * Consider placing a priority on outreach to potential grantees on particular topics or in particular places. **Grants committee to discuss**

- * Consider offering unsolicited grants to established groups to carry out crucial organizing. **On hold**

- * Develop an endorsement policy to consider more direct connection to political actions. **Executive committee to discuss**

- * Buy a building and create a physical community center to enable community organizing. (Consider a Planned Giving program where a rich donor leaves Resist a building.) **Fundraising committee to discuss**

- * Fund people to do specific projects. **on hold**

- * Consider different forms of technical assistance, individualized trainings, or consultations. **Blend with conference for now.**

IX. Long Range Planning Committee

Consultant would cost about \$2,000. Goal is to get subtext of heated discussions.

Discussion of whether or not we want to proceed. **Will address at next EC meeting after discussions within committees and at board/staff meeting.**

Need board approval to discontinue.

Still thinking about final product of long-range planning process and shape of final report.

X. Organizational structure: EC and LRPC formally joined for long-range discussions pending final approval at April board meeting.

XI. Review of February board meeting: Too long. Location okay, but we will try using the back room to see if people like to meet around a table.

XII. Endorsement policy: discussion of pros and cons of a formal policy vs. ad hoc/individual basis. Difference between local and non-local? Difference between grantees and other? Difference between requests for money or just use of our name? Would we endorse a group we wouldn't fund? Can staff make decision as long as it doesn't involve above a certain amount of money?

SOMEONE NOT NOTED IN MINUTES (BECCA?) WILL SEARCH RESIST DECISION HISTORY TO SEE IF WE HAVE A POLICY.

Proposed that staff can decide (or consult with other board members at their discretion) if the cost is \$100 or less. Would need board approval.

Minutes, Executive Committee and Long-Range Planning Committee, January 15, 2003

Present: Marc, Carol (for LRPC portions), Becca, Pam

Bankbusters

EC recommends to board that Resist incorporate a boycott on World Bank Bonds into our investment policy

Finance Committee should guide this board discussion.

Bankbusters has asked Resist to sign on to a campaign asking Somerville to boycott World Bank Bonds. In assessing this campaign, the Board should remember that Resist has rejected several proposals from Bankbusters for this campaign. This is a decision for the Board to make rather than the Executive Committee.

Personnel Committee

Because Hank couldn't attend the EC meeting, Marc will check in with Personnel Committee on follow-up/status regarding the Personnel Policy and staff evaluations.

Board Development Committee

On getting new members onto committees, Carol will follow up with Leila and Pam with Nikhil, who expressed an interest in the Finance Committee. New members will start with one committee. Both Board Development and Communications could use members, a current board member might switch to one of those, if a new member isn't interested in them.

Suggestion that we add Katha Pollit to the list of possible additions to the Advisory Board.

Suggestion for the Board Development Committee to move forward on thinking about how to activate the Advisory Board.

Finance Committee

The Finance Committee has looked at the Nov Financial Statements and Dec income figures. The Committee will present the end of the year statements to the Board at the February meeting.

The current projects the Committee is working on are drafting investment policy and setting up a Board training on financial management.

Grants Committee

Committee weeded out 20 proposals.

Finished working on a new grant application, which will go to a designer to format the cover page in a more user friendly manner. The new application will be available online in different formats once finalized.

Staff

Audit preparations are in progress.

Need to start thinking about Becca's replacement. Complicated to design a position, but can't wait. Will form ad hoc hiring committee at next board meeting. Pam will look at Becca's original job description and think about how it might be adapted for the new job search in time for a discussion at the Feb. board meeting. The Executive Committee will ask the Board for a short discussion at the February meeting for suggestions about any changes to the job description.

Communications

Internal Web site up to date with Committee minutes back to 1995. "Beta" phase is complete.

Robert is working on a search engine for the internal Web site.

The EC suggests that the Board agenda template include a reminder about the internal website so that Board members can search for past minutes.

Fundraising

November prospect mailing has about a 1% return. 10-11% return on ABC mailing.

\$213,000 came in during December. Balance of some new big donations with smaller than average donations from some major donors. The income distribution suggests that diversifying the donor base is a good strategy now.

Board Minutes

E.C. recommends a "filtering system" for recording results of collective brainstorming. No need to attach names. Follow the standard pattern of recording what would be on big sheets of paper on the walls during a brainstorming. Perhaps the Board should draft a "minutes protocol" so that minute taking styles are standardized within the organization.

December minutes have been revised per comments for consideration at Feb. board meeting.

By-laws

Discussion of the clauses on terms of office (no clear consensus), quorum (as written), proxies (grant forms are not official "proxies"), officers (why staff are included), committees (why all are listed), and indemnification insurance (about \$1,000 per year). Decided to bring wording in current draft on all these items to the Board except to add wording that notes committees could merge and clarifying when committees have power to make decisions rather than recommendations for Board decisions.

Ready for board to consider

Strong sense that everyone on the board has to be part of the decision: thus, we might need two board meetings to come to a final decision, unless we have full attendance at the next board meeting or we have good attendance at that meeting PLUS a strong consensus PLUS the people not there have expressed prior agreement with that consensus. Mentors will introduce new board members to the background on this issue. Non-attending board members can send in proxies on this decision.

Committee mergers

Proposed:

- Merge Finance with Fundraising (new name: Finance and Fundraising)
- Merge Long-Range P.C. and Exec. Comm. Enlarged group would continue to operate as it presently does until board decides Resist has completed the steps outlined for the current long-range planning process. Thereafter, this becomes an ongoing function of E.C.

Ready to go to board for discussion but not immediate decision. Would come to another board meeting for decision to ensure all board members have a chance to decide.

Long-Range Planning Committee

No movement on consultant. Pam and Kay having trouble connecting. Will connect and also touch base on whether a consultant is still considered necessary.

Discussion of what culminates the LRP process: what it would mean, who would write it, what it would cover. Would be a report to the board. Lead into ongoing process. Options of things that could go to Board for a report include: report (retrospective), retreat (social), and plan for the future (next steps, recommendations, assessment of lessons). Suggested process: one person drafts, then LRPC discusses/edits, then to Board for discussion, then Board approval of final product.

For April board meeting: Personnel Policy and staff structure as two central questions to bring to board.

Staff structure: introduce the question of continuing with current structure at the Feb. Board meeting, with conclusion of this discussion most likely in April. Strong sense that everyone on the board has to be part of the decision: thus, we might need two board meetings to come to a final decision, unless we have full attendance at the next board meeting or we have good attendance at that meeting PLUS a strong consensus PLUS the people not there have expressed prior agreement with that consensus. Mentors will introduce new board members to the background on this issue. Non-attending board members can send in proxies on this decision.

In future, structure will likely need to change as growth leads to a larger staff. For the present, we will need to clarify questions of evaluation and supervision under the current structure.

Political/Program Discussion

Next discussion will focus on the bullet points of Next Steps from the Board meeting.

- *Consider Conference proposal:* Find out who is doing conferences like this. Identify funders to fund this conference. Connect this plan to survey results.
- *Review web/newsletter content*
- *Consider reactivating resist Speakers Bureau*
- *Consider an e-newsletter*
- *Consider increasing our level of networking with other local and national funders to maximize leverage and inform our own grantmaking*
- *Consider placing a priority on outreach to potential grantees on particular topics or in particular places*

Guideline questions for thinking about those activities:

1. How would this activity serve the mission of Resist?
2. What are the most important needs of our grantees? How does the survey help us answer this question?
3. What are the most important needs of the movement?
4. What is our capacity?
5. What changes could/should we make to our work?

Outcome from discussion will be clear charges to several (or all) committees.

For meeting, we need a one-page sheet of paper for each person outlining activities and guideline questions.

Discussion will start with brainstorming on other bullets (possible activities) to consider. Then we will place all the bullets in a priority order. We will discuss two in February and LRPC/EC will prepare a plan for addressing the others at upcoming board meetings. LRPC/EC suggest discussing the conference and the networking with funders at the February board meeting.

After initial brainstorming, we will break into two groups, each discussing one of the two topics. Pam will chair conference discussion; Becca will chair networking. Other board members to be assigned to discussion groups by counting off. Working groups will use questions above to ground discussion in feasibility and value, leading to assignments for committee work.

Conclusion of discussion will be report back to the whole group but not whole-group discussion.

Becca will bring the Powerpoint summary of the survey results to the meeting.

Feb. 9 board meeting

Note changed times to begin and end

Carol chairs business meeting, with Ty taking minutes

Nikhil chairs grants meeting, with Robin taking minutes (Pam will mentor Nikhil)

Marc chairs program discussion, with Ty taking minutes

Pam chairs staff structure discussion, with Ty taking minutes

Marc will draft a protocol for taking minutes and/or provide example(s)

Proposed Agenda for Feb. 9 board meeting: Note changed times to begin and end

1. Meet, eat, greet (10:15-10:30)
2. Introductions, review agenda, approve minutes for October and December board meetings (10:30 a.m.-10:45 a.m.)
3. Grant allocations (10:45 a.m.-12:45 p.m.)
Grants not decided in that time go to Grants Committee
3. Review/reflection on grant allocations (12:45-1:00)
4. Lunch (1:00 p.m.-1:45 p.m.)
5. Committee Reports (1:45 p.m.-2:30 p.m.; 5 OR LESS minutes each = max. 40 minutes)

Staff

Board Development Committee

Finance Committee: World Bank boycott

Fundraising Committee

Communications Committee

Grants Committee

Long-Range Planning Committee (see also item 10)

Executive Committee (see also items 7, 8, 9)

6. Hiring Becca's replacement: set up ad hoc committee (2:30-2:40)

7. By-laws (2:40-3:00)

8. Committee structure discussion (3:00-3:15)

9. Staff structure discussion (3:15-3:45)

10. Program/Political discussion (3:45 p.m.-4:45 p.m.)

11. Meeting reflection/evaluation (4:45 p.m.-5:00 p.m.)

ADJOURN BOARD MEETING

Finance Committee
January 9, 2003
Minutes

Present: Pam Chamberlain, Abby Scher, Becca Howes-Mischel, Robin Carton (minutes)

Agenda

1. November 2002 Financials

Given that the big boost in income from December has not been included, the income and expense numbers do not look good at this point. *See Budget Narrative* for information provided about November Financial Statements. The main places where income is down are largely due to the stock market. Expenses are within budget except in Grants, Prospect Mailing, Newsletter costs and Board Expenses.

It looks as if the numbers allocated in Peachtree for Prospect mailing income may be off slightly. Robin will check with the bookkeeper, Judy Kulekowsky, to see if some numbers were mis-allocated.

Given the lowered expectations for income, the Committee will review the December 2002 and January 2003 Financial Statements in February with an eye towards any 2003 Budget corrections that may be necessary.

2. Investments/Investment Policy

Pam reminded the Committee that there are two aspects to the Investment Policy- one articulates the political position of the organization's investments and the other directs implementation.

Pam and Robin will put together a draft investment policy for the Committee to review. Pam suggested that the policy itself remain simple with references to broader discussions found in other policy statements.

Robin will ask the Boston Women's Fund and Hyams for a copy of their policies.

Johanna Schulman had several recommendations for changes to Resist investments. It was unclear whether there was a need for a money manager to implement them or a person to sit on the Finance Committee and act as a financial advisor. Given that there are no transaction fees on the Schwab account- it may make more sense to leave the funds as they are and find someone to advise on investment strategy.

Abby raised a point about finding a new investment advisor to sit on the Finance Committee. Robin and Becca will talk with Cheryl Smith (Trillium Asset Management and former Board member), Marc Miller and Chuck Collins. After recommendations, Abby will help interview candidates for the Finance Committee.

3. Budget Training 101

Lynne Brandon has suggested a two part training for Board members- the first to focus on common language and financial terminology, the second on financial role/duties of Board members and how to read a financial statement.

There was a consensus that the training should not happen at a Board meeting. Robin will ask Lynne about holding one session on Monday, February 10th from 8:30 - 10:00 a.m. and the second on April 14th at the same time.

(N.B. Lynne Brandon has said she might be willing to sit on the Finance Committee after she has finished providing budget training for the Board).

Next Finance Committee meeting date will be Monday February 3 at 8:30.

Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/02-11/30/02):

Big Picture:

(refer to Balance Sheet- A)

Assets:

Total assets look down (in comparison to FY01) about \$8,000.

Cambridge Trust Account shows a negative balance of \$4,468. This figure reflects outstanding checks that were more than 6 months old at the time that account was closed (these checks are no longer valid). Judy (our bookkeeper) is waiting for Linda Smith (our auditor) to reconcile these checks during the audit process.

Stock Assets are down about \$68,000 as a result of stock prices in the particular investment funds (see page 3):

- Domini Social Equity** is down about \$63,447 (~ 52%)
- Citizen's Index, Women's Equity, and Calvert Balanced Fund** are each down between \$1,000-3,000 (~ 18%, 8% and 8% respectively)
- Neuberger Berman** has remained essentially static and **Calvert Bond Fund** is up \$2,000 (~3%)

11 Month Income and Expense levels (Month End November 30,2002) (FY 2001 compared to FY 2002- refer to Board Report- B):

Revenue:

Total Revenue 2002 Y-T-D is about \$28,361 less than 2001 Y-T-D (\$378,145 vs. \$406,506) (see page one). This difference can be explained in part by the following factors:

- Prospect mailing contributions** are down about \$16,000 due to the fact that we dropped the second prospect mailing later in October 2002 than in 2001 so we will not see the full results of this mailing until the end of December. (See page one)
- Special Contributions** are down about \$47,000. (See page two)
 - \$5,000 reflects the loss of a contribution by George Salzman.
 - \$13,000 reflects the decrease in number and valuation of stock gifts.
 - \$18,000 reflects a change in timing of foundation gifts as well as a decrease in the value of donor directed endowment gifts.
 - \$11,000 reflects a change in timing and amount of unsolicited gifts.
- Income from Investments** is down about \$10,000 due to the falling stock market (see page one).

The above drops in income result in a \$73,000 difference between 2002 Y-T-D and 2001 Y-T-D. However, this is partially made up by the following areas that show an improvement over 2001:

-**Internal Mailing Contributions** (Pledge, ABC, and *Newsletter*) are up about \$43,000 (see page two). Of that, \$6,000 is attributed to increases in pledge contributions, \$29,000 to an increase in *Newsletter* contributions, and \$8,000 in ABC mailing contributions.

-**Other Income** is up about \$3,000 mostly due to T-shirt sales (see page two).

The \$46,000 increase from these two categories offsets the \$73,000 decrease, accounting for \$27,000 of the difference between 2002 Y-T-D and 2001 Y-T-D. The remaining \$1,361 is made up in small rounding changes.

Expenses:

Total expenses 2002 Y-T-D are about \$33,000 over 2001 Y-T-D.

Costs are below 2001 Y-T-D in the following area:

-**Prospect mailing costs** are down about \$7,000 (see page one).

-**ABC Mailing Costs** are down \$2,000 because the last mailing costs will be reflected in the December 2002 financial statements.

Costs are static for **Pledge mailing costs**.

Costs are above 2001 Y-T-D \$8,000 as expected in **Newsletter costs** due to increases in printing, mailhouse and postage costs. (see page three).

Grants Spending is up \$20,000 over 2001 Y-T-D and \$12,000 over Budget in **Grants** spending (see page one).

Increases in general and administrative costs (see page four):

-**Health Insurance, Rent, Occupancy and Office Supplies** all show a relative increase over 2001 Y-T-D due to price increases.

-**Office Postage** is up about \$1,4000 reflecting price increases and the costs of mailing T-shirts.

-**Brochure costs** reflect that a new brochure was developed and printed this year rather than last year.

-**Minor Office Equipment costs** are up \$3,500 reflecting the costs of a new computer, DSL wiring and equipment, and new file cabinets.

Total increases for the above general and administrative costs ~ \$12,000.

Total expenses for 2002 Y-T-D are below **Budget** in all expense categories except **Grants, Prospect Mailing, Newsletter costs and Board Expenses**.

The combined \$27,000 decrease in income and the \$33,000 increase in expenses result in the \$61,000 difference between 2002 Y-T-D and 2001 Y-T-D.

RESIST, Inc.
Balance Sheet
As of November 30, 2002

A

Printed On: January 6, 2003

ASSETS

		<i>THIS PERIOD</i>	<i>THIS PERIOD LAST YEAR</i>
CURRENT ASSETS			
Operating Cash			
11035	GENERAL CASH-CAMB. TRUST	\$ <4,467.60>	35,881.17
11037	GENERAL CASH - WAINWRIGHT B	28,531.55	0.00
11050	PETTY CASH	50.00	50.00
	OPERATING FUND-SCHWAB	8,007.99	4,457.00
	Total Cash	32,121.94	40,388.17
Investments			
11245	HOLMES MEMORIAL FUND	100.00	0.00
11400	CASH TRANSFER	494.18	0.00
14000	INVESTMENTS/STOCKS	381.48	390.25
15000	STOCK VALUE GAIN/LOSS	<136.81>	<190.89>
11045	CALVERT INVSTMNT BOND FND	0.00	0.02
11046	CALVERT INVSTMNT MGD GRTH	4,543.54	4,307.62
	INVESTMENT FUND-SCHWAB	90,824.03	152,084.02
	RESIST LOAN FUND-SCHWAB	13,965.18	13,865.72
	RESIST ENDOWMENT-SCHWAB	72,928.83	69,564.36
	COHEN MEM FUND-SCHWAB	7,344.74	8,633.56
	HOLMES MEM FUND-SCHWAB	11,072.59	20,585.46
	Total Investments	201,517.76	269,240.12
	TOTAL CURRENT ASSETS	233,639.70	309,628.29
OTHER ASSETS			
16220	PRE-PAID INSURANCE	263.37	170.84
16225	PRE-PAID EXPENSES-OTHER	1,462.93	814.03
16230	INVENTORY- T-SHIRTS	2,405.99	613.55
16250	DEPOSITS	2,230.00	2,230.00
16260	LOANS OUTSTANDING-LN FND	<3,000.00>	0.00
	TOTAL OTHER ASSETS	3,362.29	3,828.42
FIXED ASSETS			
18000	IMPROVEMENTS	15,064.68	15,064.68
18100	DEPRECIATION	<4,911.11>	<3,404.64>
19000	OFFICE FURN./EQUIPMENT	32,496.54	32,496.54
19100	ACCUMULATED DEPRECIATION	<28,725.40>	<24,882.63>
	TOTAL FIXED ASSETS	13,924.71	19,273.95
	TOTAL ASSETS	\$ 250,926.70	332,730.66

Unaudited

Printed On: January 6, 2003

RESIST, Inc.
Balance Sheet
As of November 30, 2002

LIABILITIES AND CAPITAL

		<i>THIS PERIOD</i>	<i>THIS PERIOD LAST YEAR</i>
CURRENT LIABILITIES			
20500	GRANTS PAYABLE	\$ 39,000.00	43,000.00
	EMPLOYMENT TAX	<1,839.96>	5,078.98
21085	ACCRUED VACATION	10,342.92	4,710.43
29000	SECURITY DEPOSITS HELD	1,500.00	1,500.00
	TOTAL CURRENT LIABILITIES	49,002.96	54,289.41
LONG-TERM LIABILITIES			
	TOTAL LONG-TERM LIABILITIES	0.00	0.00
	TOTAL LIABILITIES	49,002.96	54,289.41
CAPITAL			
29501	Fund Balance: Cohen Endmt	10,022.62	10,022.62
29502	Fund Balance: Resist Endm	50,754.03	50,754.03
29600	FUND BALANCE- GENERAL	358,113.43	372,825.34
	CURRENT EQUITY	<216,690.94	<155,160.74
	TOTAL CAPITAL	202,199.14	278,441.25
	TOTAL LIABILITIES & CAPITAL	\$ 251,202.10	332,730.66

Unaudited

RESIST, Inc.
Balance Sheet
As of November 30, 2002

Printed On: January 6, 2003

Subsidiary Ledger

BREAKDOWN BY ACCOUNT

OPERATING ACCT

10199	SCHWAB 1 - OPERATING	\$ 8,007.99	4,457.00
	TOTAL OPERATING-SCHWAB	8,007.99	4,457.00

INVESTMENT ACCT

14000	INVESTMENTS/STOCKS	381.48	390.25
15000	STOCK VALUE GAIN/LOSS	<136.81>	<190.89>
10293	CITIZEN'S INDEX - INVESTMENT	4,404.99	5,391.88
10295	WOMEN'S EQUITY - INVESTMENT	27,608.58	30,080.29
10296	DOMINI SOC EQUITY - INVESTME	40,567.52	97,308.17
10297	CALVERT BALANCED FUND-INVS	7,818.40	9,100.96
10298	CALVERT BOND FND - INVESTME	9,420.07	9,039.76
10299	SCHWAB 1 - INVESTMENT	1,004.47	1,162.96
11045	CALVERT INVSTMNT BOND FND	0.00	0.02
11046	CALVERT INVSTMNT MGD GRTH	4,543.54	4,307.62
	TOTAL INVSTMNT FND	95,612.24	156,591.02

RESIST LOAN FUND

10399	SCHWAB 1 - LOAN FUND	13,965.18	13,865.72
	TOTAL RESIST LOAN FND-SCHWAB	13,965.18	13,865.72

RESIST ENDOWMENT

10494	N & B - RESIST ENDWMT	12,159.19	12,507.67
10498	CALVERT BOND FND-ENDWMT	58,718.59	57,054.29
10499	SCHWAB 1 - ENDOWMENT	2,051.05	2.40
	TOTAL RESIST ENDWMNT-SCHWAB	72,928.83	69,564.36

COHEN MEMORIAL FUND

10500	SCHWAB 1 - COHEN MEM FUND	7.03	7.03
10596	DOMINI-COHEN MEM FUND	7,337.71	8,626.53
	TOTAL COHEN MEM FND-SCHWAB	7,344.74	8,633.56

HOLMES MEMORIAL FUND

10696	DOMINI SOC EQUITY - HOLMES	11,017.69	16,435.34
10699	SCHWAB 1 - HOLMES	54.90	4,150.12
	TOTAL HOLMES FUND-SCHWAB	11,072.59	20,585.46

TOTAL BY ACCOUNT	208,931.57	273,697.12
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BREAKDOWN BY INVESTMENT

Citizen's Index	4,404.99	5,391.88
Neuberger Berman	12,159.19	12,507.67
Women's Equity	27,608.58	30,080.29
Domini Social Equity	58,922.92	122,370.04
Calvert Balanced Fund	12,361.94	13,408.58
Calvert Bond	68,138.66	66,094.07
Schwab One	25,083.59	23,638.20
Stocks	244.67	199.36
Uninvested	7.03	7.03
TOTAL BY INVESTMENT	208,931.57	273,697.12

Unaudited

RESIST, Inc.
Board Report
For the Eleven Months Ending November 30, 2002

Printed On: January 6, 2003

	2002 Y-T-D	2002 Budget Y-T-D	2001 Y-T-D
Income			
Internal Mailings	263,035.03	301,583.37	220,154.24
Prospect Mailings	32,981.75	41,250.00	49,216.78
Special Contributions	104,526.51	229,625.00	151,506.39
Investments	<25,427.95>	14,666.74	<15,183.13>
Other	3,029.55	2,850.76	812.13
Total Income	378,144.89	589,975.87	406,506.41
Expenses			
<i>Fundraising</i>			
Internal Mailing Costs	12,649.51	18,425.00	14,110.23
Prospect Mailing Costs	49,825.61	41,250.11	57,098.86
Other Fundraising Costs	2,239.55	4,711.63	768.98
Subtotal	64,714.67	64,386.74	71,978.07
<i>Program</i>			
Grants	286,129.22	274,083.37	266,400.00
Grants Program	602.45	1,283.26	810.93
Newsletter	40,325.81	38,866.63	32,997.12
Website	564.82	916.63	762.36
Subtotal	327,622.30	315,149.89	300,970.41
<i>Other</i>			
Personnel	136,620.40	147,831.75	135,694.39
General and Administrative	57,511.47	84,081.14	45,769.64
Board Expenses	8,175.59	7,287.50	7,254.64
Subtotal	202,307.46	239,200.39	188,718.67
Total Expenses	594,644.43	618,737.02	561,667.15
Total Income (Loss)	<216,499.54>	<28,761.15>	<155,160.74>

RESIST, Inc.
Board Report
For the Eleven Months Ending November 30, 2002

Printed On: January 6, 2003

SUBSIDIARY SCHEDULE

		2002 Y-T-D	2002 Budget	2001 Y-T-D
INTERNAL MAILINGS				
30400	CONTRIBUTIONS- PLEDGES	111,737.15	128,333.37	105,681.50
30500	CONTRIBUTIONS- NEWSLETTER	67,719.60	58,666.63	38,730.24
30600	CONTRIBUTIONS-ABC MAILING	83,578.28	114,583.37	75,742.50
		263,035.03	301,583.37	220,154.24
PROSPECT MAILINGS				
31400	CONTRIBUTIONS-PROSPECTING	32,981.75	41,250.00	49,216.78
		32,981.75	41,250.00	49,216.78
SPECIAL CONTRIBUTIONS				
32010	CONTRIBUTIONS-RESTRICTED	100.00	5,041.63	5,570.00
32020	CONTRIBUTIONS- STOCKS	12,906.41	32,083.37	25,769.72
32040	CONTRIBUTIONS-FOUNDATIONS	64,049.09	91,666.63	81,762.92
32050	CONTRIBUTIONS-UNSOLICITED	27,471.01	100,833.37	38,403.75
		104,526.51	229,625.00	151,506.39
INVESTMENTS				
38001	BANK INTEREST CAMB TR, WAINWRI	903.18	1,833.37	2,304.22
38002	STOCK DIVIDENDS	0.00	5,500.00	0.00
38006	UNREALIZED G/L ON INVSTMT	<105.05>	0.00	0.00
38007	COMMISSION ON STOCK SALE	0.00	7,333.37	0.00
38093	INT&DIVIDENDS CITIZEN'S	0.00	0.00	74.89
38094	INT&DIVIDENDS - NEUBERGER BERM	386.02	0.00	0.00
38096	INT&DIVIDENDS - DOMINI	9.50	0.00	46.71
38097	INT&DIVIDENDS - CALVERT BAL FD	82.46	0.00	200.54
38098	INT&DIVIDENDS - CALVERT BOND	<152.96>	0.00	3,343.60
38099	INT&DIVIDENDS - SCHWAB ONE	<71.62>	0.00	1,419.22
38500	GAIN/LOSS - MISC	175.80	0.00	<190.89>
38593	GAIN/LOSS - CITIZENS INDEX	<598.51>	0.00	<1,557.78>
38594	GAIN/LOSS - NEUBERGER BERMAN	<951.59>	0.00	<544.09>
38595	GAIN/LOSS - WOMEN'S EQUITY	<2,195.63>	0.00	<1,830.11>
38596	GAIN/LOSS - DOMINI	<16,362.79>	0.00	<21,614.88>
38597	GAIN/LOSS - CALVERT BALANCED	<1,082.75>	0.00	<1,300.95>
38598	GAIN/LOSS - CALVERT BOND	1,384.81	0.00	4,466.39
38599	GAIN/LOSS - SCHWAB ONE	<6,848.82>	0.00	0.00
		<25,427.95>	14,666.74	<15,183.13>
OTHER INCOME				
35110	LIST SALES NAMES IN NEWS	186.69	275.00	0.00
36001	T-SHIRT SALES	2,804.00	2,566.63	288.00
37000	ROYALTIES	21.16	9.13	10.87
37500	FISCAL SPONSORSHIP FEE	240.25	0.00	130.50
39050	MISCELLANEOUS INCOME	<222.55>	0.00	382.76
		3,029.55	2,850.76	812.13

Unaudited

RESIST, Inc.
Board Report
For the Eleven Months Ending November 30, 2002

Printed On: January 6, 2003

SUBSIDIARY SCHEDULE

		2002 Y-T-D	2002 Budget	2001 Y-T-D
INTERNAL MAILING COSTS				
41101	PRINTING-PLEDGES	2,272.64	2,841.63	2,458.09
41102	POSTAGE- PLEDGES	2,745.93	2,566.63	1,850.21
41103	MAILHOUSE- PLEDGES	1,387.61	2,016.63	1,698.95
44101	PRINTING-ABC MAILINGS	2,128.52	3,850.00	2,331.00
44102	POSTAGE-ABC MAILINGS	1,995.18	3,483.37	3,608.64
44103	MAILHOUSE- ABC MAILINGS	2,119.63	2,750.00	2,163.34
		<hr/>	<hr/>	<hr/>
		12,649.51	17,508.26	14,110.23
PROSPECT MAILING COSTS				
4710	MAILHOUSE-PROSPECTING	0.00	5,500.00	0.00
47101	PRINTING- PROSPECTING	13,202.67	16,500.00	23,853.34
47102	POSTAGE- PROSPECTING	12,414.98	10,083.37	13,133.54
47103	MAILHOUSE-PROSPECTING	5,818.28	5,500.00	6,281.27
47104	CONSULTANTS-PROSPECTING	11,439.00	4,583.37	6,950.00
47107	LIST RENTALS-PROSPECTING	6,950.68	4,583.37	6,880.71
		<hr/>	<hr/>	<hr/>
		49,825.61	46,750.11	57,098.86
OTHER FUNDRAISING COSTS				
36002	T-SHIRT COSTS	1,031.22	2,750.00	0.00
49601	THANK YOU CARDS-COST	0.00	128.37	126.60
49602	THANK YOU CARDS-PRINTING	170.00	91.63	55.00
49603	THANK YOU CARDS- POSTAGE	888.33	641.63	587.38
49610	PROMO T-SHIRT GIFTS	0.00	366.63	0.00
49620	OTHER FUNDRAISING COSTS	150.00	733.37	0.00
		<hr/>	<hr/>	<hr/>
		2,239.55	4,711.63	768.98
GRANTS				
49411	NWTRCC: IN	<4,564.75>	<3,666.63>	<2,479.50>
49412	NWTRCC: OUT	3,880.75	3,666.63	2,479.50
49509	RESIST MULTIYEAR GRANTS PD OUT	45,000.00	55,000.00	45,000.00
49510	RESIST GRANTS PAID OUT	238,813.22	210,833.37	218,400.00
49512	SALZMAN GRANTS PAID OUT	3,000.00	5,500.00	3,000.00
49514	HOLMES GRANTS PAID OUT	0.00	2,750.00	0.00
		<hr/>	<hr/>	<hr/>
		286,129.22	274,083.37	266,400.00
GRANTS PROGRAM				
52501	PRINTING-GRANT PROGRAM	108.60	504.13	336.95
52502	POSTAGE-GRANT PROGRAM	395.73	550.00	473.98
52540	LIBRARY-GRANT PROGRAM	98.12	229.13	0.00
		<hr/>	<hr/>	<hr/>
		602.45	1,283.26	810.93
NEWSLETTER				
42101	PRINTING NEWSLETTER	20,311.68	22,916.63	18,524.37
42102	POSTAGE- NEWSLETTER	11,381.91	8,250.00	8,578.36
42103	MAILHOUSE- NEWSLETTER	8,107.22	5,958.37	5,534.39
42104	CONSULTANTS-NEWSLETTER	0.00	1,100.00	0.00
42105	PHOTOS/GRAPHICS NEWSLETR	337.50	641.63	360.00
42107	MISC. EXP.-NEWSLETTER	187.50	0.00	0.00
		<hr/>	<hr/>	<hr/>
		40,325.81	38,866.63	32,997.12
WEBSITE				
51700	INTERNET	564.82	916.63	762.36
		<hr/>	<hr/>	<hr/>
		564.82	916.63	762.36

Unaudited

RESIST, Inc.
Board Report
For the Eleven Months Ending November 30, 2002

Printed On: January 6, 2003

		SUBSIDIARY SCHEDULE		
		2002 Y-T-D	2002 Budget	2001 Y-T-D
PERSONNEL				
50110	GROSS PAY	112,451.68	121,752.62	109,400.02
50120	EMPLOYER TAXES (Rfica,DES	3,895.22	11,916.63	10,248.41
50125	RETIREMENT MATCH	3,516.70	3,666.63	3,922.06
50130	STAFF HEALTH INSURANCE	16,276.80	10,083.37	11,654.90
50140	WORKER'S COMPENSATION	480.00	412.50	469.00
		<hr/>	<hr/>	<hr/>
		136,620.40	147,831.75	135,694.39
GENERAL AND ADMINISTRATIVE				
50150	CONSULTANTS	3,451.58	4,125.00	4,204.52
51000	RENT	30,143.75	27,500.00	25,443.75
51100	OCCUPANCY	3,971.18	3,666.63	2,414.66
51500	TELEPHONE	2,518.70	3,208.37	2,917.39
52010	OFFICE SUPPLIES	3,271.68	1,833.37	2,003.71
52020	OFFICE XEROX	169.51	91.63	19.60
52040	OFFICE LIBRARY	67.50	229.13	156.50
52050	OFFICE PRINTING	222.55	916.63	350.00
52060	MINOR OFFICE EQUIPMENT	3,963.87	4,583.37	297.64
52070	BANK CHARGES	926.51	916.63	30.30
53010	OFFICE POSTAGE	1,828.40	1,558.37	439.31
53020	UPS	50.41	91.63	0.00
53030	POSTAGE DUE/BRE ENVELOPES	1,834.33	1,650.00	1,416.65
54000	TRAVEL	8.50	1,100.00	10.00
54200	STAFF DEVELOPMENT	1,050.00	2,200.00	795.00
54500	CONFERENCES/MEETINGS	358.41	2,200.00	354.60
55101	ADVERTISING	1,635.00	3,391.63	1,635.00
55102	BROCHURE	4,141.00	7,791.63	1,000.00
55500	REPAIRS AND MAINTENANCE	0.00	366.63	1,111.22
56010	LEGAL FEES	0.00	458.37	0.00
56020	ACCOUNTING FEES	8,228.00	7,333.37	7,727.50
56030	PROFESSIONAL FEES	0.00	1,833.37	0.00
57000	INSURANCE- OFFICE	1,491.00	2,291.63	2,003.00
59020	DUES AND FEES	1,225.00	916.63	1,658.10
59030	TAX PENALTIES & INTEREST	0.00	114.62	0.00
59040	OTHER PENALTIES/FINES	0.00	45.87	0.00
59060	MISCELLANEOUS EXPENSE	<4.76>	0.00	239.33
59090	DEPRECIATION	0.00	3,666.63	0.00
81000	RENTAL INCOME	<11,700.00>	0.00	<9,832.59>
81100	OCCUPANCY INCOME	<1,340.65>	0.00	<625.55>
		<hr/>	<hr/>	<hr/>
		57,511.47	84,081.14	45,769.64
BOARD EXPENSES				
58001	BOARD XEROX	3,000.83	2,291.63	2,362.96
58002	BOARD POSTAGE/UPS	874.11	0.00	469.36
58003	BOARD TRAVEL	2,946.28	2,291.63	2,174.94
58004	BOARD FOOD/MEETINGS	1,298.37	733.37	1,322.38
58005	BOARD OUTREACH	0.00	137.50	0.00
58006	BOARD EXPENSE: OTHER	56.00	1,833.37	925.00
		<hr/>	<hr/>	<hr/>
		8,175.59	7,287.50	7,254.64

Unaudited

RESIST, Inc.
Income Statement
For the Eleven Months Ending November 30, 2002

Printed On: January 6, 2003

		***** THIS YEAR *****		**BUDGET**		***** LAST YEAR *****	
		Current Month	Y-T-D	Budget	Current Month	Y-T-D	
REVENUE							
Revenue - Internal Mailings							
30400	CONTRIBUTIONS- PLEDGES	10,880.65	111,737.15	128,333.37	6,850.50	105,681.50	
30500	CONTRIBUTIONS- NEWSLETTER	3,551.00	67,719.60	58,666.63	3,249.00	38,730.24	
30600	CONTRIBUTIONS-ABC MAILING	6,006.00	83,578.28	114,583.37	7,961.00	75,742.50	
Total Internal Mailings		20,437.65	263,035.03	301,583.37	18,060.50	220,154.24	
Other Revenue							
31400	CONTRIBUTIONS-PROSPECTING	12,026.75	32,981.75	41,250.00	5,274.00	49,216.78	
	OTHER CONTRIBUTIONS	3,179.65	104,526.51	229,625.00	25,766.42	151,506.39	
	LIST SALES	0.00	186.69	275.00	0.00	0.00	
36001	T-SHIRT SALES	108.00	2,804.00	2,566.63	0.00	288.00	
37000	ROYALTIES	0.00	21.16	9.13	0.00	10.87	
37500	FISCAL SPONSORSHIP FEE	36.00	240.25	0.00	3.00	130.50	
	INTEREST & DIVIDENDS	21.26	1,051.53	14,666.74	413.89	7,389.18	
	UNREALIZED GAIN/LOSS	4,860.58	<26,479.48>	0.00	12,344.15	<22,572.31>	
	STOCK SALE COMMISSIONS	0.00	0.00	0.00	0.00	0.00	
39050	MISCELLANEOUS INCOME	0.00	<222.55>	0.00	3.00	382.76	
Total Other Revenue		20,232.24	115,109.86	288,392.50	43,804.46	186,352.17	
TOTAL REVENUE		40,669.89	378,144.89	589,975.87	61,864.96	406,506.41	
COST OF SALES							
36002	T-SHIRT COSTS	0.00	1,031.22	2,750.00	0.00	0.00	
Total Cost of Sales		0.00	1,031.22	2,750.00	0.00	0.00	
Gross Profit		40,669.89	377,113.67	587,225.87	61,864.96	406,506.41	
EXPENSES							
Internal Mailing Costs							
	PLEDGE COSTS	343.07	6,406.18	7,424.89	1,222.08	6,007.25	
	NEWSLETTER COSTS	1,905.42	40,325.81	38,866.63	3,341.21	32,997.12	
	NATIONAL LIST COSTS	0.00	0.00	0.00	0.00	0.00	
	ABC MAILING COSTS	0.00	6,243.33	10,083.37	5,335.06	8,102.98	
	ZO COSTS	0.00	0.00	916.74	0.00	0.00	
Total Internal Mailing Costs		2,248.49	52,975.32	57,291.63	9,898.35	47,107.35	
PROSPECTING MAILING COSTS		8,734.72	49,825.61	41,250.11	5,053.77	57,098.86	
Total Mailing Costs		10,983.21	102,800.93	98,541.74	14,952.12	104,206.21	
Net Revenue After Mailing Costs		29,686.68	274,312.74	488,684.13	46,912.84	302,300.20	
Program, General & Administrative Expenses							
	FISCAL SPONSOR GRANTS	<684.00>	<684.00>	0.00	0.00	0.00	
	RESIST GRANTS PAID OUT	300.00	286,813.22	274,083.37	45,400.00	266,400.00	
	OTHER FUNDRAISING COSTS	125.00	1,208.33	1,961.63	69.00	768.98	
	PERSONNEL	11,782.09	140,071.98	151,956.75	16,472.32	139,898.91	
	OCCUPANCY	2,785.67	34,114.93	31,166.63	2,260.83	27,858.41	
	OFFICE EXPENSES	449.68	11,705.14	12,695.76	670.07	6,537.50	
	GRANT PROGRAM	0.00	602.45	1,283.26	0.00	810.93	
	POSTAGE	600.00	3,713.14	3,300.00	3.50	1,855.96	
54000	TRAVEL	0.00	8.50	1,100.00	4.00	10.00	
54200	STAFF DEVELOPMENT	0.00	1,050.00	2,200.00	0.00	795.00	
54500	CONFERENCES/MEETINGS	54.52	358.41	2,200.00	29.00	354.60	
	ADVERTISING & OUTREACH	0.00	5,776.00	11,183.26	0.00	2,635.00	
55500	REPAIRS AND MAINTENANCE	0.00	0.00	366.63	0.00	1,111.22	
	PROFESSIONAL FEES	0.00	8,228.00	9,625.11	750.00	7,727.50	
57000	INSURANCE- OFFICE	0.00	1,491.00	2,291.63	0.00	2,003.00	
	BOARD EXPENSES	495.45	8,175.59	7,287.50	662.79	7,254.64	
	OTHER EXPENSES	0.00	1,220.24	4,743.75	778.43	1,897.43	
Total Program, G & A Expenses		15,908.41	503,852.93	517,445.28	67,099.94	467,919.08	

Unaudited

RESIST, Inc.
Income Statement
For the Eleven Months Ending November 30, 2002

Printed On: January 6, 2003

	***** THIS YEAR *****		**BUDGET**	***** LAST YEAR *****		*
	Current Month	Y-T-D	Budget	Current Month	Y-T-D	
Other Income & Expenses						
81000 RENTAL INCOME	<1,100.00>	<11,700.00>	0.00	<900.00>	<9,832.59>	
81100 OCCUPANCY INCOME	<59.27>	<1,340.65>	0.00	0.00	<625.55>	
Total Other Income/Expense	<1,159.27>	<13,040.65>	0.00	<900.00>	<10,458.14>	
Total Expenses	14,749.14	490,812.28	517,445.28	66,199.94	457,460.94	
NET INCOME (LOSS)	14,937.54	<216,499.54>	<28,761.15>	<19,287.10>	<155,160.74>	

Unaudited

RESIST, Inc.
Income Statement
For the Eleven Months Ending November 30, 2002

Printed On: January 6, 2003

***** THIS YEAR *****					
***** LAST YEAR *****					

SUBSIDIARY SCHEDULE					
	Current Month	Y-T-D	Budget	Current Month	Y-T-D
OTHER CONTRIBUTIONS					
32010 CONTRIBUTIONS-RESTRICTED	0.00	100.00	5,041.63	0.00	5,570.00
32020 CONTRIBUTIONS- STOCKS	0.00	12,906.41	32,083.37	3,224.50	25,769.72
32040 CONTRIBUTIONS-FOUNDATIONS	2,034.65	64,049.09	91,666.63	11,366.92	81,762.92
32050 CONTRIBUTIONS-UNSOLICITED	1,145.00	27,471.01	100,833.37	11,175.00	38,403.75
	3,179.65	104,526.51	229,625.00	25,766.42	151,506.39
LIST SALES					
35110 LIST SALES NAMES IN NEWS	0.00	186.69	275.00	0.00	0.00
	0.00	186.69	275.00	0.00	0.00
SALES					
36001 T-SHIRT SALES	108.00	2,804.00	2,566.63	0.00	288.00
36002 T-SHIRT COSTS	0.00	<1,031.22>	<2,750.00>	0.00	0.00
	108.00	1,772.78	<183.37>	0.00	288.00
INTEREST & DIVIDENDS					
38093 INT&DIVIDENDS CITIZEN'S	0.00	0.00	0.00	0.00	74.89
38094 INT&DIVIDENDS - NEUBERGER B	0.00	386.02	0.00	0.00	0.00
38096 INT&DIVIDENDS - DOMINI	2.53	9.50	0.00	0.00	46.71
38097 INT&DIVIDENDS - CALVERT BAL	0.84	82.46	0.00	0.00	200.54
38098 INT&DIVIDENDS - CALVERT BON	0.00	<152.96>	0.00	308.81	3,343.60
38099 INT&DIVIDENDS - SCHWAB ONE	12.78	<71.62>	0.00	40.90	1,419.22
38001 BANK INTEREST CAMB TR, WAIN	5.11	903.18	1,833.37	64.18	2,304.22
38002 STOCK DIVIDENDS	0.00	0.00	5,500.00	0.00	0.00
38006 UNREALIZED G/L ON INVSTMT	0.00	<105.05>	0.00	0.00	0.00
38007 COMMISSION ON STOCK SALE	0.00	0.00	7,333.37	0.00	0.00
	21.26	1,051.53	14,666.74	413.89	7,389.18
UNREALIZED GAIN/LOSS					
38500 GAIN/LOSS - MISC	0.00	175.80	0.00	57.26	<190.89>
38593 GAIN/LOSS - CITIZENS INDEX	183.54	<598.51>	0.00	460.18	<1,557.78>
38594 GAIN/LOSS - NEUBERGER BERM	754.22	<951.59>	0.00	857.74	<544.09>
38595 GAIN/LOSS - WOMEN'S EQUITY	994.61	<2,195.63>	0.00	1,730.28	<1,830.11>
38596 GAIN/LOSS - DOMINI	2,310.62	<16,362.79>	0.00	9,841.66	<21,614.88>
38597 GAIN/LOSS - CALVERT BALANCE	230.87	<1,082.75>	0.00	444.29	<1,300.95>
38598 GAIN/LOSS - CALVERT BOND	535.34	1,384.81	0.00	<1,047.26>	4,466.39
38599 GAIN/LOSS - SCHWAB ONE	<148.62>	<6,848.82>	0.00	0.00	0.00
	<4,860.58>	26,479.48	0.00	<12,344.15>	22,572.31
PLEDGE COSTS					
41101 PRINTING-PLEDGES	65.00	2,272.64	2,841.63	92.00	2,458.09
41102 POSTAGE- PLEDGES	158.75	2,745.93	2,566.63	258.00	1,850.21
41103 MAILHOUSE- PLEDGES	119.32	1,387.61	2,016.63	872.08	1,698.95
	343.07	6,406.18	7,424.89	1,222.08	6,007.25
NEWSLETTER COSTS					
42101 PRINTING NEWSLETTER	0.00	20,311.68	22,916.63	1,498.00	18,524.37
42102 POSTAGE- NEWSLETTER	1,074.73	11,381.91	8,250.00	1,843.21	8,578.36
42103 MAILHOUSE- NEWSLETTER	830.69	8,107.22	5,958.37	0.00	5,534.39
42104 CONSULTANTS-NEWSLETTER	0.00	0.00	1,100.00	0.00	0.00
42105 PHOTOS/GRAPHICS NEWSLETR	0.00	337.50	641.63	0.00	360.00
42107 MISC. EXP.-NEWSLETTER	0.00	187.50	0.00	0.00	0.00
	1,905.42	40,325.81	38,866.63	3,341.21	32,997.12
NATIONAL LIST COSTS					
	0.00	0.00	0.00	0.00	0.00

Unaudited

RESIST, Inc.
Income Statement
For the Eleven Months Ending November 30, 2002

Printed On: January 6, 2003

***** THIS YEAR ***** **BUDGET** ***** LAST YEAR *****
SUBSIDIARY SCHEDULE

	Current Month	Y-T-D	Budget	Current Month	Y-T-D
ABC MAILING COSTS					
44101 PRINTING-ABC MAILINGS	0.00	2,128.52	3,850.00	0.00	2,331.00
44102 POSTAGE-ABC MAILINGS	0.00	1,995.18	3,483.37	2,466.67	3,608.64
44103 MAILHOUSE- ABC MAILINGS	0.00	2,119.63	2,750.00	2,868.39	2,163.34
	0.00	6,243.33	10,083.37	5,335.06	8,102.98
Z0 COSTS					
45101 PRINTING- Z0 MAILINGS	0.00	0.00	275.00	0.00	0.00
45102 POSTAGE- Z0 MAILINGS	0.00	0.00	183.37	0.00	0.00
45103 MAILHOUSE- Z0 MAILINGS	0.00	0.00	458.37	0.00	0.00
	0.00	0.00	916.74	0.00	0.00
PROSPECTING MAILING COSTS					
47101 PRINTING- PROSPECTING	4,985.60	13,202.67	16,500.00	1,060.26	23,853.34
47102 POSTAGE- PROSPECTING	0.00	12,414.98	10,083.37	0.00	13,133.54
47103 MAILHOUSE-PROSPECTING	489.28	5,818.28	5,500.00	<2,006.49>	6,281.27
47104 CONSULTANTS-PROSPECTING	0.00	11,439.00	4,583.37	6,000.00	6,950.00
47107 LIST RENTALS-PROSPECTING	3,259.84	6,950.68	4,583.37	0.00	6,880.71
	8,734.72	49,825.61	41,250.11	5,053.77	57,098.86
FISCAL SPONSOR GRANTS					
49411 NWTRCC: IN	<684.00>	<4,564.75>	<3,666.63>	<57.00>	<2,479.50>
49412 NWTRCC: OUT	0.00	3,880.75	3,666.63	57.00	2,479.50
	<684.00>	<684.00>	0.00	0.00	0.00
RESIST GRANTS PAID OUT					
49509 RESIST MULTIYEAR GRANTS PD	0.00	45,000.00	55,000.00	15,000.00	45,000.00
49510 RESIST GRANTS PAID OUT	300.00	238,813.22	210,833.37	30,400.00	218,400.00
49512 SALZMAN GRANTS PAID OUT	0.00	3,000.00	5,500.00	0.00	3,000.00
49514 HOLMES GRANTS PAID OUT	0.00	0.00	2,750.00	0.00	0.00
	300.00	286,813.22	274,083.37	45,400.00	266,400.00
OTHER FUNDRAISING COSTS					
49601 THANK YOU CARDS-COST	0.00	0.00	128.37	69.00	126.60
49602 THANK YOU CARDS-PRINTING	0.00	170.00	91.63	0.00	55.00
49603 THANK YOU CARDS- POSTAGE	125.00	888.33	641.63	0.00	587.38
49610 PROMO T-SHIRT GIFTS	0.00	0.00	366.63	0.00	0.00
49620 OTHER FUNDRAISING COSTS	0.00	150.00	733.37	0.00	0.00
	125.00	1,208.33	1,961.63	69.00	768.98
PERSONNEL					
50110 GROSS PAY	9,449.12	112,451.68	121,752.62	11,133.95	109,400.02
50120 EMPLOYER TAXES (Rfica,DES	0.00	3,895.22	11,916.63	968.55	10,248.41
50125 RETIREMENT MATCH	472.50	3,516.70	3,666.63	257.84	3,922.06
50130 STAFF HEALTH INSURANCE	1,411.47	16,276.80	10,083.37	411.98	11,654.90
50140 WORKER'S COMPENSATION	0.00	480.00	412.50	0.00	469.00
50150 CONSULTANTS	449.00	3,451.58	4,125.00	3,700.00	4,204.52
	11,782.09	140,071.98	151,956.75	16,472.32	139,898.91
OCCUPANCY					
51000 RENT	2,637.50	30,143.75	27,500.00	2,143.75	25,443.75
51100 OCCUPANCY	148.17	3,971.18	3,666.63	117.08	2,414.66
	2,785.67	34,114.93	31,166.63	2,260.83	27,858.41

Unaudited

End of the Year Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/02-12/31/02):

Big Picture:

(refer to Balance Sheet- A)

Assets:

Total assets look down (in comparison to FY01) about \$106,330

Cambridge Trust Account shows a negative balance of \$4,468. This figure reflects outstanding checks that were more than 6 months old at the time that account was closed (these checks are no longer valid). Judy (our bookkeeper) is waiting for Linda Smith (our auditor) to reconcile these checks during the audit process.

Stock Assets are down about \$96,000 (~32%) as a result of stock prices in the particular investment funds (see page 3):

- Domini Social Equity** is down about \$65,583 (~ 54%)
- Citizen's Index, Neuberger Berman, Women's Equity, and Calvert Balanced Fund** are each down between \$1,000-4,000 (~ 23%, 8%, 15% and 13% respectively)
- Calvert Bond Fund** is up \$3,000 (~5%)
- The \$25,000 drop in **Schwab One** represents internal money transfers

12 Month Income and Expense levels (Month End December 31,2002) (FY 2001 compared to FY 2002- refer to Board Report- B):

Revenue:

Total Revenue 2002 Y-T-D is about \$24,222 less than 2001 Y-T-D (\$578,360 vs. \$602,582) and \$65,525 less than budgeted for 2002 (\$578,360 vs. \$643,885) (see page one). This difference can be explained in part by the following factors:

- Prospect mailing contributions** are down about \$11,000 from 2001 and \$2,400 under budget. (See page one)
- Special Contributions** are down about \$36,000 from 2001 and \$20,000 under budget. (See page two)
 - \$5,000 reflects the loss of a contribution by George Salzman (\$5,000 under budget).
 - \$9,600 reflects the decrease in the number and valuation of stock gifts (\$18,00 under 2002 budget).
 - \$59,000 reflects a change in amount of unsolicited gifts (\$46,000 under budget).

These are balanced by the \$38,000 increase in foundation gifts (\$49,000 over budget).

-Income from Investments is down about \$17,000 due to the falling stock market (\$46,000 under budget) (see page one).

The above drops in income result in a \$64,000 difference between 2002 Y-T-D and 2001 Y-T-D.

However, this is partially made up by the following areas that show an improvement over 2001:

-Internal Mailing Contributions (Pledge, ABC, and *Newsletter*) are up about \$37,000 (see page two). Of that, \$6,000 is attributed to increases in pledge contributions (\$4,000 under budget), \$25,000 to an increase in *Newsletter* contributions (\$3,000 over budget), and \$6,000 in ABC mailing contributions (\$5,000 under budget).

-Other Income is up about \$3,000 mostly due to T-shirt sales (On target for 2002 budget) (see page two).

The \$40,000 increase from these two categories offsets the \$64,000 decrease, accounting for the \$24,000 difference between 2002 Y-T-D and 2001 Y-T-D.

Expenses:

Total expenses 2002 Y-T-D are about \$44,500 over 2001 Y-T-D and \$12,066 under 2002 Budget.

Costs are below 2001 Y-T-D in the following area:

-Prospect mailing costs are down about \$4,000 from 2001 (\$5,000 over budget) (see page one).

-Personnel Costs are down \$4,000 from 2001 (\$12,000 under budget) (see page one).

Costs are essentially static for **Pledge mailing costs** and **ABC mailing costs** (a combined \$3,000 under budget).

Costs are \$11,000 above 2001 as expected in **Newsletter costs** due to increases in printing, mailhouse and postage costs (\$4,000 over budget) (see page three).

Grants Spending is up \$32,213 over 2001 Y-T-D and \$29,000 over budget in **Grants** spending (see page one).

Increases in general and administrative costs (see page four):

-Health Insurance, Rent, Occupancy, Telephone and Office Supplies all show a relative increase over 2001 Y-T-D due to price increases.

-Office Postage is up about \$1,500 reflecting price increases and the costs of mailing T-shirts.

-Brochure costs reflect that a new brochure was developed and printed this year rather than last year.

-Minor Office Equipment costs are up \$3,700 reflecting the costs of a new computer, DSL wiring and equipment, and new file cabinets.

Total increases for the above general and administrative costs ~ \$8,000 over 2001 (\$30,000 under budget).

The combined \$24,000 decrease in income and the \$44,500 increase in expenses result in the \$68,500 difference between 2002 Y-T-D and 2001 Y-T-D.

The Resist Foundation Investment Policy

1. Organizational Mission

Resist provides grants to small, progressive activist organizations to facilitate the growth of movements for social change. **[anything more here on mission?]** We accept individual donations and actively solicit donors to directly finance the grants we distribute and operate other programs of the organization.

2. Investment Philosophy

In keeping with our mission, Resist has not established a traditional endowment. We distribute high percentages of our annual income to finance the grants and newsletter program areas and to maintain the operation of the organization. Any excess over expense and any donor directed small endowments **[what is the right term for Salzman, etc?]** are placed in a reserve account. Our reserve account is the focus of this investment policy.

The central objective of Resist's investment policy is

[we need to choose:]

- a) to maintain the absolute value of the account
- b) maintain the value of the account relative to inflation as measured by xxx or
- c) to ensure long term growth of the account to enhance the work of Resist.

Specific objectives are, in this order:

- to preserve capital
 - to use socially responsible investment products
 - to strive for consistent returns in keeping with our central objective
- [what else? Or in what order?]**

3. Socially Responsible Criteria

[Find some standard we could use rather than establishing specific criteria ourselves]

4. Review and Supervision

The Board of Resist has directed the Finance Committee to review and supervise the investment management process. **[is this true?]** The Finance Committee's role is supervisory, not advisory **[is this the way we want it?]** and it delegates to investment managers discretion on investment decisions as long as they adhere to guidelines established by Resist. The Finance Committee role is to make recommendations to the Board regarding:

- Establishment of performance goals
- Identification of asset mix and guidelines
- Review of the results of the reserve account

- Monitoring adherence to socially responsible criteria
- Selection, monitoring and if necessary replacement of professional investment managers.

5. Categories of Assets

Resist has two categories of financial assets: operating expenses and a reserve account. All Resist assets will be subject to the policies and general guidelines established by the Board as set forth in this document. The reserve account will have additional guidelines as described below.

6. Guidelines for the Reserve Account

Management Guidelines

- Amount of reserves [**what % of total budget or budget minus grants (don't know which to choose) should exist in the reserve account?**]
- Use of Reserves [**depending where we put the special Salzman, etc. we should be specific here. When to go to board if reserves dip below x?]**
- Authority of Finance Committee [**when it can do stuff and when it needs to go to board]**

Investment Objectives, Options and Asset Mix

- [**here is where we restate the objective from above, whatever we choose]**
- [**here is where we say what type and % of investments we will be willing to use...CD's, Money Market funds bonds, mutual funds, hedge funds (!) etc.]**

Ridge Management Guidelines

- [**here is where we say what happens when there is a decline of x% over y months to our reserve accounts and what we should do in this instance]**

7. Reporting and Review

The Finance Committee will receive written quarterly reports from the investment managers and will meet at least semi-annually with the managers to review performance and implementation of these policies. The Finance Committee will report to the Board on investment matters annually.

[list standards for reviewing the managers—performance, adhering to our guidelines, changes in personnel.]

[phew. What else?]

Grant Committee
January 13, 2003
Minutes

Present: Marc Miller, Kay Mathew, Becca Howes-Mischel, Robin Carton (minutes)

1. Application

The application is essentially finished except for amending question number four. Robin will e-mail a draft of re-wording that will look something like:

4. Briefly describe your organization's vision of social change and your place in it.
 - You may also discuss how you see your organization's work in relation to US domestic or foreign policy.

Robin and Becca will look for an inexpensive designer to make the application user-friendly and easily accessible over the web.

2. Weeding

The committee looked at twenty-three grants and removed twenty grants from the cycle. *See attached.*

3. Future Discussions

The Committee looked at an analysis of 2002 grantmaking. The data will be used to think about gaps and possible future directions.

At this time the Committee did not feel that it could offer anything of substance to the Executive Committee in shaping the agenda for the February Board meeting.

**FEBRUARY 2003
SCREENING LIST**

1. Action for Community Empowerment

One West 125th Street, #209, New York, NY 10027 Jacqueline Mason 212/932-3324 aceorg@lycos.com
Funding for the Youth Organizing program that raises critical consciousness and leadership development for youth by involving them in their community in ways that enable them to work towards social change.

Decision: Leave In _____ No X Undecided _____

Comments:

Too big. Budget is over \$160k, \$178k for 2003.

2. American Friends Service Committee

1414 Hill Street, Ann Arbor, MI 48104 Mike Gibson-Faith 734/761-8283 www.afsc-fan.org
Funding for the production of "ishomosexualitywrong.com" which works to dispel myths that religious communities condemn homosexuality in order to undermine the strategies of the Religious Right.

Decision: Leave In _____ No X Undecided _____

Comments:

Too big. A program of AFSC. Total Budget is \$225K.

3. The Bethsaida Team/Episcopal Diocese of Newark

31 Mulberry Street, Newark, NJ 07102 Susan Hillers 973/430-9900 www.dioceseofnewark.org
Funding to develop a program to assist churches and congregations to address way to create more inclusive communities by looking at structural, attitudinal and program barriers that may prevent people with disabilities or differences from participating.

Decision: Leave In _____ No X Undecided _____

Comments:

Not separate from Church, too big.

4. The Central Vermont Branch of WILPF

44 Deerfield Drive, Montpelier, VT, 05602 Renée Carpenter 802/229-9918 reneehc@earthlink.net
Funding to expand the visibility and distribution of "Down by the Riverside," a cable access program which provides alternative news and analysis in order to further community education about peace and justice issues.

Decision: Leave In _____ No X Undecided _____

Comments:

Come back for general support- listing on-going organizing projects.

5. Coalition to Protect Choice

92 Front Street, Marblehead, MA 01945

Laura Newland Hill

978/922-1059

Funding for "Protecting Choice," a conference that will organize a grassroots network of pro-choice groups in Northeastern Massachusetts to work against current agendas to limit access to reproductive health services.

Decision: Leave In _____ No X Undecided _____

Comments:

But will check with Susan Yannow first. No one has heard of them. Very new. Board is unrepresentative of impacted community. No info about the specifics of the conference, all white groups involved. Not talking about the broader issues of reproductive right access.

6. Coffee House Teach-Ins

12335 Santa Monica Blvd. #114, Los Angeles, CA, 90025 Andrew Kay Lieberman 310/203-1542

www.stopUSwars.org

Funding for an extended Teach-In on the application of Martin Luther King's teachings to current militarism trends.

Decision: Leave In _____ No X Undecided _____

Comments:

Do not talk about work in a broader context. Not clear how group operates or what their plans are. Answers to #10 poor. Not much local coalition work. No ongoing work. Unclear where organizing happens.

7. CURE- Ohio

233 South High Street, Suite 222, Columbus, OH, 43215 Paula Eyre 614/224-3466 www.cureohio.org

Funding for a Newsletter which serves to education and organize prisoners and their families about criminal justice policies in Ohio's correctional institutions.

Decision: Leave In _____ No X Undecided _____

Comments:

No work other than legislative fair, state fair booth and Newsletter. Mostly providing information not organizing. Discuss AIDS as only a LGBT concern. Single issue, narrow politics.

8. Eastern Michigan University Women's Center

235 King Hall, Ypsilanti, MI 48197 Kimberly Saks 734/487-4282 www.emich.edu/wcen

Funding for production and distribution costs of "Femme," a literary magazine from the Women's Center that provides an outlet for women's artistic expression.

Decision: Leave In _____ No X Undecided _____

Comments:

Not organizing. Not a Resist priority.

9. Families of Incarcerated Hispanic Immigrants

296A Centre Street, Jamaica Plain, MA 02130 Peter Kochansky, Esq. 617/428-3324

Funding for general support for an organization that supports families of Hispanic prisoners in order to strengthen their ability to remain connected to their families through a variety of services.

Decision: Leave In _____ No X Undecided _____

Comments:

Social service. Avoid question 10 and 11.

10. Greater Cincinnati Coalition for the Homeless

\$3,000

1506 Elm Street, Cincinnati, OH 45202 Brendan Goodwin 513/421-7803 www.homeless.cinci.com

Funding for the Homeless Civil Rights Organizing Project which educates homeless individuals about their civil rights while it documents any violations or abuses of homeless individuals.

Decision: Leave In _____ No X Undecided _____

Comments:

Cincinnati important area to fund work in. Budget is \$128K in expenses. Most of their work is service and education. No specifics on collaborations with other organizing groups in Cincinnati doing similar work.

11. Houston Copwatch

P.O. Box 667040, Houston, TX 77266-7040 Ernesto Aguilar 713/559-1359 www.houstoncopwatch.org

Funding for a Know Your Rights campaign which will educate low-income communities of color about their rights during interactions with law enforcement officials.

Decision: Leave In _____ No X Undecided _____

Comments:

Too narrow. ACLU is already distributing this kind of material. Show no coalition work or networking with immigrant rights groups or groups in communities of color. Have budget irregularities.

12. Illinois Veterans' Equity Center

1332 West Irving Park Road, Chicago, IL 60613 Jerry Clarito 847/568-9338

equitycenter2002@yahoo.com

Funding to establish the Community Organizing Institute which will train community activists to organize against the Recession Act of 1946 which denied Filipino veterans of WWII military benefits.

Decision: Leave In _____ No X Undecided _____

Comments:

Six people in the training program. No training manual provided. Focused on veterans rather than the Filipino community at large. Vague long term goals. Narrow.

13. In Honor of our Ancestors

1637 East 87th Street #119, Chicago, IL, 60617 Carmen McClinton 773/505-1092

www.inhonorofourancestors.org

Funding for strategic planning to help individuals pursue engaged Buddhism as a way toward social change.

Decision: Leave In _____ No X Undecided _____

Comments:

No details on organization or work. No clear purpose. No defined constituency. Not a Resist priority.

14. Morgan Village Community Center**\$3,000**

P.O. Box 328, Camden, NJ 08101-0328 Laura Sanchez 856/365-1450 jalnsanchez@comcast.net

Funding for community organizing which seeks to give residents more control over the quality of life in their neighborhood and engage residents in social justice issues that impact life in their community.

Decision: Leave In X No Undecided

Comments:

Camden a very depressed area. Check out references.

15. National Network of Women in Community Development

8300 Colesville Rd, #310, Silver Spring, MD, 20910 Leslie Nesbitt 301/588-8110 Lnesbitt@mcauley.org

Funding for registration costs for ten women to attend the "Women's Development Summit" which brings together women from grassroots organizations looking at women and housing.

Decision: Leave In No X Undecided

Comments:

Not organizing. Networking for developers.

16. NYC AIDS Housing Network

80A Fourth Avenue, Brooklyn, NY 11217 Jennifer Flynn 718/802-9540 www.nycahn.org

Funding for People Organizing for Welfare Equal Rights, a training course which develop low-income individuals living with HIV/AIDS as community organizers for economic justice.

Decision: Leave In No X Undecided

Comments:

Mostly service providers. 2002 budget has \$157k in income, \$125k in 2001.

17. Philadelphia Community Access Coalition

100 S Broad St, #1318, Philadelphia, PA, 19143 Danielle Redden 215/563-1090 denielle@phillyaccess.org

Funding for the distribution costs of a handbook on the organization's campaign to make public access cable television available in Philadelphia.

Decision: Leave In No X Undecided

Comments:

Video not sent. A lot of media organizing in Philadelphia- but none listed as collaborators. 3 member board.

18. The Ruckus Collective

S.A.O. 12 H.U.B. 207 University of Washington, Seattle, WA 98195-2238 Erica Weiland

206/545-9222 <http://students.washington.edu/ruckus>

Funding for printing costs of a progressive political student newspaper that seeks to provide University of Washington students with a plurality of news analysis and opportunities for political involvement.

Decision: Leave In No X Undecided

Comments:

Not working beyond their campus. Not connected to broader local organizing.

19. Sand Mountain Concerned Citizens**\$3,000**

P.O. Box 400, Pisgah, AL 35765-0400 Wayne Cummins 256/657-6457 wcummins@farmerstel.com
Funding for general support of an organization challenging agrobusiness's attempts to weaken environmental regulations on corporate hog farming.

Decision: Leave In X No Undecided

Comments:

Demonstrate no broader issue of social justice. Very narrow focus. Not a Resist priority but important project. Leave in to check out.

20. Sound Ecology/ WMPG Community Radio

93 Falmouth Street, Portland, ME, 04104 Karen D'Andrea 207/780-4424 www.wmpg.org
Funding for "Following John Eder" a radio documentary that will follow John Eder's first year as Green Party Representative in the Maine State Legislature.

Decision: Leave In No X Undecided

Comments:

For production not distribution costs. \$186,000 in expenses.

21. Vision for African Nationals

P.O. Box 1523, Dayton, OH 45401 Thassende Lulonga 937/274-7797 visionforafrica@yahoo.com
Funding for a Peace and Reconciliation project which works to reform international development through work in refugee camps in Kigoma, Tanzania.

Decision: Leave In No X Undecided

Comments:

Working in Africa.

22. What's Up Magazine

23 Dartmouth Street, Boston, MA, 02166 Kyle Robidoux 617/267-1575 www.whatsupmagazine.org
Funding for the Youth Outreach Project which will enhance the organization's ability to increase the number of youth involved in the distribution and sale of the magazine.

Decision: Leave In No X Undecided

Comments:

Not political work around increasing number of youth vendors. Rejected several times. No larger vision. No organizing.

23. Young Worker Project**\$3,000**

P.O. Box 15866, San Francisco, CA 94115-5866 Nato Green 415/621-4155 workingyouth@hotmail.com
Funding for the Respect, Fairness and Opportunity campaign which works to organize youth workers in low-wage service industry jobs to win policy changes in workplace conditions and build a broader youth labor movement.

Decision: Leave In X No Undecided

Comments:

Only one woman and no youth on advisory board. Connected to big unions and think tanks. Unclear if any alliances with local youth movement groups. Check out references.

Sort of Personnel Committee Minutes, March 26, 2003

To move ahead with the staff evaluation process and to clarify the process, Hank and I talked several times today and I also spoke with the staff. **These are my annotated notes about that, and comments from any board member are welcome.**

The discussions covered the process and the goals for this year's evaluation, which has already begun. It does not necessarily apply to future evaluations. (We have to evaluate the evaluation process???)

The staff reminded me that the board decided after the last evaluation to de-couple merit raises from the evaluation. The Executive Committee will follow up to ensure Resist decides how this gets decided and will check to see if we set a policy at that time. Cost-of-living increases occur automatically at the beginning of the year.

Purpose/Goals (draft, pending your comments):

1. Improve the functioning of Resist as an organization and as a place to work
2. Provide support to each staff member
3. Help us identify staff-related problems early on
4. Act as a complement to other forums (e.g., board/staff "lunches" that have lately taken place in the late afternoon) for maintaining good staff/non-staff board member relations.

The Process (draft, pending your comments):

1. To begin the process, each staff member wrote a self-evaluation and each member prepared peer evaluations of the two other staff members.
2. **Between now and April 16**, any Board member who wishes to provide input can write an evaluation of any staff member, submit comments to Hank or Marc, or make suggestions about the evaluation.
3. Hank and Marc will meet with each staff member to discuss her written self evaluations and those her peers prepared. These meetings will all take place on April 16, between 10 a.m. and noon. Marc and the staff member will attend in person, Hank by phone. We expect each interview to take 20-30 minutes. With the written self and peer evaluations as background, the questions/topics for the interview are:
 - How are things going? (all)
 - How can things be better? (all)

- Other specific points that may have been raised in the written self- and peer evaluations (different for each interview)

4. Hank and Marc will then jointly prepare a written evaluation of each staff member. We will share with each staff member a copy of her written evaluation.

5. If asked by a staff member, Hank and Marc will discuss her evaluation with her and revise it as Hank and Marc see appropriate in consultation with the staff member.

6. Hank and Marc will report the results of the evaluation to the Board at the June meeting, with the staff Board members not present. This evaluation will be presented in general terms, including any proposed revisions to the job description, proposed actions to be taken, or proposed changes in Resist procedures or policies. If a staff member is dissatisfied with his or her evaluation, that person may ask the Board to revise or reject the evaluation.

7. The evaluation goes into the Personnel Committee files.

Resist Staff Meeting
January 7, 2003- 2:30pm

Present: Becca Howes-Mischel, Robin Carton, Carol Schachet

I. Fundraising

- A. End of the Year Fundraising Report- Carol presented her end of the year fundraising reports for 2002 (see charts). The biggest impact on income is in the large donor category for two reasons: 1. A smaller number of donors gave large gifts, 2. A number of large donors gave significantly smaller gifts in 2002 than in 2001.
- B. Plan for 2003- Carol will meet with Nancy Greenhouse (when she returns from a family emergency) about a spring prospect mailing. She hopes to develop a new package and send it out as test package for a mailing in the spring. The next ABC mailing will be in March.
- C. Carol has sent Hank and Abby copies of the deadbeat lists (donors who have not given since 2000).

II. Committees

- A. Finance Committee- Meeting 1/9/03 in the morning. The current agenda is to discuss budget trainings for the Board, an investment policy, the Audit. The Committee will have the November Financial Statements for 2002 but not the December ones. In the next meeting the committee will need to discuss the financial plan for the coming year. Nikhil had expressed interest in joining the committee. The committee also needs to discuss communication as some messages have not reached the whole committee and fallen through the cracks. Becca has written the narrative for the November statements and will email them to the Committee this afternoon.
- B. Grants Committee- Meeting 1/13/03 in the evening. The Committee will need to weed grants, finish the application revision, and talk about the February meeting.
- C. Executive Committee- Meeting 1/15/03 in the morning. The Committee is discussing setting an agenda for the February meeting, By-laws and Committee mergers. Abby asked the Committee to discuss Resist endorsing BankBusters and BGAN's campaign to force Somerville to Boycott World Bank Bonds. These are both organizations that Resist has turned down a number of times due to concerns about their ability to do their work as well as concerns about their ability to make the connection between local and international organizing.
- D. LRPC- Kay and Pam are working to identify consultants for the organization.

III. Personnel Policy

- A. Carol emailed Hank and Abby to ask them how they would like the Staff's comments on the Personnel Policy resent to them. They have not replied as of yet. Carol will draft suggestions about language in the places where the Staff originally raised questions.

IV. Audit

- A. The Staff will attempt to finish all the Audit forms by the end of January. Linda will be in the office three days in February and March. Carol will go to Walnut Street Center Wednesday to do inventory there.

V. Grants

- A. February Cycle- All the data is entered and most of it is copied. Robin will review the Yeses Wednesday or Thursday.
- B. Long-Term- Grant-o-matic is back online. Robin and Becca need to reprioritize Becca's time to work on the data entry and bringing it up to date. Robin still needs to talk to Steve about Rich Cowan and the Organizer's Collaborative. Another long-term project is potentially rewriting Grant guidelines to fit the new application and Board re-prioritization.

VI. Interns

- A. Sophia (an Senior at Swarthmore) will be in the office next week. Projects for her to work on include: some grant-o-matic data entry (if she is detail oriented), Progress report filing, "surpress only" data entry, and culling the library of out of date materials.
- B. Becca will be attending a Non-profit networking fair at the end of February.

VII. Post Office

- A. It is unclear what the impact of the late permit check will be on the postage accounts. There is no one at Union Square who currently knows anything about the status of our BREs. Becca will find the number of a supervisor and Carol will ask Youth Build about their BREs.

VIII. Next Steps from the last Board Meeting

- A. Leila wants information about the various committees that need more people.
- B. There has been no more discussion about evaluations. It is assumed that the Personnel Committee is waiting until after the February meeting to start the process.

IX. Office

- A. Stationary- Carol will order 2 more reams of stationary with the current Board and design.
- B. Air Conditioning- Since Paul has been dodging Robin, it does not make sense to remove the AC from the front office at this late date. Instead, Becca will look into weather barriers. Jean suggested a magnetic cover plate at Tags.